

# The Mission Area of The Sacred Heart of Jesus Parish Profile

The Parishes of St Leonard and St Jude, Scawsby,  
St Philip and St James, New Bentley, and  
All Saints', Arksey.





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## Bishops' Letter

There is no denying it: these are challenging times in the Diocese of Sheffield. And yet, they are also deeply hopeful and exciting times. Few doubt that by 2031 the Church of England in South Yorkshire and the East Riding will look very different from how it does today. What that future will look like is not yet fully clear — but what *is* clear is our shared desire for renewal, change, the joyful task of sharing with all people the hope we have in Jesus Christ, and for the coming of the kingdom of God.

Our Diocesan vision and strategy is ambitious. We are asking courageous questions about our life and mission together. Will the whole people of God be mobilised for the whole mission of God? What will morale be like among lay and ordained leaders? Will church attendance decline, or will it grow in the way that we are seeing in some of our communities? Will there be more stipendiary incumbents or fewer? More congregations — or fewer? Will we raise up a dynamic and prayerful community of *Lights for Christ*?

In 2025 we launched a refreshed version of our Diocesan Strategy, seeking to be *renewed, released and rejuvenated* by God's grace and in Christ's service. A diocesan-wide consultation sent a clear message: we must increase our emphasis on seeking the welfare of our local communities — our neighbours and neighbourhoods — while retaining the heart of the 3Rs and the Diocesan Vision Prayer. This refreshed strategy reflects that calling.

The same year also marked significant moments of encouragement and investment. The Strategic Mission and Ministry Investment Board responded generously to our partnership funding request, committing £17.5 million for the revitalisation of the Diocese with immediate effect, and signalling a further £18.5 million in principle for the period 2028–2031. We also welcomed a new Bishop of Doncaster and a new Archdeacon of Sheffield and Rotherham, bringing fresh missional energy to the senior leadership of the Diocese.

With gratitude for all that God has already done, we now look forward with hope and expectation to all that God is calling us to become. It is within this context that we are seeking to appoint a new **Oversight Minister for the Sacred Heart Mission Area**. The **Mission Partnership of the Sacred Heart of Jesus** is a multi-parish benefice in the catholic tradition of the Church of England, bringing together the three complementary communities of suburban Scawsby, residential New Bentley, and historic Arksey. United by a deeply rooted

commitment to the sacraments, the partnership serves a diverse mission area through faithful worship, pastoral care, and generous service.

This appointment invites the parish, together with the Diocese of Sheffield, to step forward into the Gospel adventure to which God is calling us. We are seeking a minister who can offer enabling and confident oversight: someone with a passion for collaboration, for developing leaders, and for empowering the whole people of God for the whole mission of God. The role will require a person who can raise up leaders to serve as [Focal Ministers](#) in every congregation, and who understands that oversight of the Body of Christ does not mean doing everything personally, but faithfully releasing the gifts and ministries of others.

We are praying that God will call to us a person with a deep sense of vocation for this task at this time: someone rooted in faith, hope and love; someone who laughs easily and lives with a zest for life in Christ; someone with a spirit of adventure, unafraid of failure and deeply reliant on the grace and guidance of the Holy Spirit. If that might be you, we would love to explore together whether the Lord may be calling you to this role.

With every blessing



**The Rt Revd Dr Pete Wilcox**  
Bishop of Sheffield



**The Rt Revd Leah Vasey-Saunders**  
Bishop of Doncaster

## A message from the Bishop of Beverley

"Thank you for taking the time to prayerfully consider where God may be calling you next as you seek to live out your priestly vocation faithfully. The Mission Partnership of the Sacred Heart of Jesus is a family of parishes seeking to proclaim the Gospel within their communities in a manner that is relevant to their twenty-first century context while remaining firmly rooted in the catholic tradition of the Church of England. There will be much to do and any priest could soon feel overwhelmed by the demands of a ministry such as this, but, sustained by the Daily Office and regular celebration of Mass, together with supportive colleagues and teams within the Partnership and Diocese, the joyful rewards will be evident too. If you would like an informal conversation please contact me at [office@seeofbeverley.org.uk](mailto:office@seeofbeverley.org.uk)."

*The Rt Rev Stephen Race*  
*The Bishop of Beverley*



# Parish Profile

## **The Mission Partnership of the Sacred Heart of Jesus: St Leonard and St Jude, Scawsby; St Philip and St James, New Bentley; and All Saints, Arksey**

### Welcome

This parish profile offers an overview of three churches united in faith and mission: St Leonard and St Jude, Scawsby; St Philip and St James, New Bentley; and All Saints, Arksey. Together they form the Mission Partnership of the Sacred Heart of Jesus, a community shaped by catholic worship, pastoral care, local witness and a shared commitment to serving the people of their parishes. Each church has its own story and strengths, and together they offer a hopeful and faithful vision for ministry in this part of Doncaster.

Would you like to join us? Follow the link to see more of the area.

<https://maps.app.goo.gl/DdPM3FHmjZcA74Jl6>

### Mission, Identity and Local Context

The Mission Partnership is rooted in the catholic life of the Church of England, with a strong commitment to the Eucharist, prayer, the liturgical year and the pastoral care of all who come through its doors. Worship is central to the life of the three parishes, and this shared pattern of sacramental life helps to sustain the partnership's identity and witness.

The three parishes serve different but complementary communities: Scawsby, a lively suburban setting; New Bentley, a residential community with a continuing place of welcome; and Arksey, a historic village parish with deep local roots. Together they create a diverse mission area in which the churches can learn from one another and witness to the Gospel in varied ways.

### Worship and Shared Parish Life

The worshipping life of the Mission Partnership is centred on the Eucharist and prayer praising Almighty God in the best way that we can. The pattern of worship throughout the interregnum is a Said Mass at All Saints on Wednesday, a Said Mass at St. Leonard's on Friday and a Sung Mass at All Saints and St Leonard's every Sunday and Said Mass at New Bentley. Periodically All Saints and St. Philip and St. James have a joint Sung Sunday Mass. This is supplemented with the Holy Rosary led by a member of the laity, occasional Benediction and Exposition, Stations of the Cross in Lent and study courses. Leo's Den provides gospel-based

teaching for younger members of the congregation during Sunday Mass at St. Leonard's. Messy Church takes place during the school holidays and Stay and Play for pre-school children is held weekly during term time; both at St. Leonard's for now.

Across the three churches, parish life includes the solemnities and major festivals of the Christian year, baptisms, occasional weddings, funerals, fellowship, outreach and community gathering. The partnership also gives scope for shared planning, study groups, children and families' work, social activities and practical support.



*Sunday Mass at St. Leonard's 2026*



*Procession through Arksey with Our Lady of Doncaster in 2025.*



*St Leonard's Palm Sunday Procession 2026*



*Crib Service at All Saints Arksey*



*Leo's Den before Mass.*

## The Three Parishes

### St Leonard and St Jude, Scawsby



St Leonard and St Jude, Scawsby is a lively and welcoming parish church on Barnsley Road, serving Scawsby, Scawthorpe and neighbouring Cusworth. It is a significant centre of worship and parish life within the Mission Partnership, marked by fellowship, hospitality and faithful catholic worship.

St Leonard and St Jude provides an important anchor for shared ministry and mission. The congregation is sociable and hopeful, the Common Fund pledge for 2027 is £10,545. The church hall is currently used for storage, a significant amount of money has been spent on it, but more is required before it can become available for use by the public.

The hall was built in 1939 and was for many years used as the parish church. The flat roof that runs along the front of the parish church leaks during heavy rain. Money is available for the repairs and work will begin once the faculty process is completed.

Barnsley Road, Scawsby, Doncaster DN5 8QE



*St Leonard's together after Mass – taken in 2026.*

## St Philip and St James, New Bentley with Toll Bar



St Philip and St James, New Bentley with Toll Bar serves a residential community with regular worship, local pastoral presence and catholic Anglican witness. There are two infant and junior schools within the parish.

The church was created to serve the expanding mining community that grew after the opening of Bentley Colliery in the early twentieth century. Parish records began in 1914; the parish was formed from the ancient parish of Arksey. The church continues to remember those who died in two colliery disasters and in the two world wars.

Victoria Road, New Bentley, Doncaster DN5 0EZ

## All Saints, Arksey



All Saints, Arksey is a historic parish church in a village setting, with deep roots in the local community. Its worshipping life continues that witness through regular Sunday Eucharistic worship and pastoral ministry. The parish owns a church hall used both for church functions and public hire.

The present church dates largely from the twelfth century, preserves substantial Norman fabric, and may stand on the site of an earlier Saxon church. It was enlarged and adapted over later centuries; it has the partnership's only graveyard and remains one of the most historically significant churches in the area.

High Street, Arksey, Doncaster DN5 0SF

## Common Attributes Across the Three Parishes

Across the partnership, each parish has its own history, setting and strengths while sharing catholic worship, Eucharistic life, prayer, pastoral care, fellowship, welcome and practical service. Together, the churches offer visible Christian presence and belonging for people from different backgrounds and stages of life.

Throughout the interregnum the three parishes depend on a non-stipendiary priest, retired clergy, faithful lay people, church officers and volunteers who sustain worship, maintain buildings, offer hospitality, support pastoral care and help carry the day-to-day ministry of the Church.

**The table below brings together the available 2021 Census indicators for the communities served by the three parishes.**

| Parish                | Population | Average age                       | Ethnicity           | Identify as Christian | No religion | Housing / tenure note                                               |
|-----------------------|------------|-----------------------------------|---------------------|-----------------------|-------------|---------------------------------------------------------------------|
| S. Leonard & S. Jude. | 13,404     | 43                                | 96.9% White British | 49.1%                 | 49.4%       | Mainly owner-occupied housing; relatively settled suburban profile. |
| S. Philip & S. James. | 6,227      | 39                                | 94.6% White British | 41.4%                 | 56.2%       | Higher proportion of rented housing and one-person households.      |
| All Saints, Arksey    | 1,462      | Older age profile; 29.5% aged 65+ | 95.8% White British | 52.6%                 | 44.2%       | Smaller, settled village community                                  |

## Shared Opportunities and Priorities

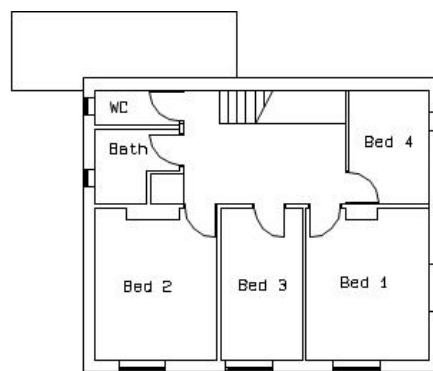
The Mission Partnership is well placed to deepen collaboration, strengthen lay ministry, develop work with children and families, widen community engagement and share skills and resources across the three churches.

Looking ahead, the parishes can grow in confidence as one mission partnership while cherishing their distinctive identities. Their future will be strongest where prayer, worship, pastoral care, generosity and collaboration are held together in service of the Gospel.

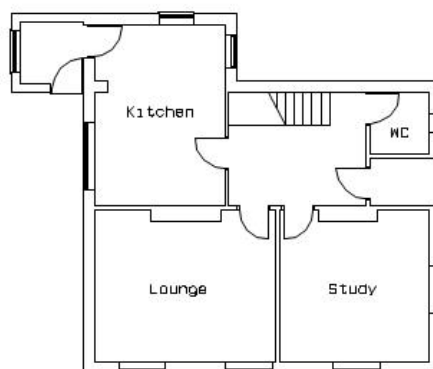
## St Leonard's Vicarage



St Leonard's Vicarage is a purpose-built clergy house on Barnsley Road within the spacious grounds of the parish church, with an enclosed garden and front lawns. It provides a practical base for ministry across Scawsby, New Bentley and Arksey, with four good-sized bedrooms, a security alarm, double glazing, gas central heating, broadband, a fully boarded loft, utility room, security cameras, spacious garage and outbuilding. During the interregnum, the Diocese has carried out improvements including a new downstairs toilet and washbasin, new gas fires, kitchen improvements and flooring, a re-enamelled bath, an outside key safe, alarm servicing and additional parking. Some loft improvements have been made, and further works may be agreed with the new incumbent. The photographs show views to the front and the rear of the property. The area to the right of the front of the property is the area now concreted to provide additional parking.



First Floor Plan



Ground Floor Plan

## Ministry Teams across the Partnership

| Ministry or Role                     | Scawsby  | New Bentley    | Arksey       | Shared |
|--------------------------------------|----------|----------------|--------------|--------|
| Children's Youth and Families Worker |          |                |              | 1      |
| Eucharistic Ministers                | 1        | None           | 1            |        |
| Acolytes                             | 4        | 1 occasionally | 1            |        |
| Ministers to the Sick                | 2        | None           | None         |        |
| Sacristans                           | 3        | 2              | None         |        |
| Welcomers                            | 3        | 2              | None         |        |
| Fabric Officers                      | 2        | 2              | None         |        |
| Grounds Team                         | 2        | City Council   | City Council |        |
| Readers                              | Numerous | 3              | Voluntary    |        |
| Cleaners                             | Numerous | 6              | Voluntary    |        |
| Flower Arrangers                     | 5        | 2              | 1            |        |
| Choir                                | 13       | None           | None         |        |
| Organist                             |          |                |              | 1      |

## Safeguarding

The churches are committed to the Church of England's safeguarding policies and practice guidance, promoting a safer culture for children, young people and vulnerable adults through safer recruitment, training, careful pastoral practice and clear procedures for concerns or disclosures.

Safeguarding is a priority across the Mission Area, though arrangements are at different stages. St Leonard's has a Safeguarding Officer in place, with DBS checks and training complete apart from two new PCC members. The parish has formally adopted the House of Bishops 'Promoting a Safer Church' policy statement, and a copy is displayed in the church. The Church Council has a current Parish Safeguarding policy relating to children, young people and vulnerable adults.

New Bentley has recently appointed a Safeguarding Officer, and the Safeguarding Officer and Churchwarden have completed DBS checks and some training, with remaining requirements being progressed.

At All Saints Arksey, a Safeguarding Officer is not currently in place, with support being provided from Scawsby.

## Mission Area Support

The Diocese of Sheffield's Mission Area Support Team offers practical advice, resources, and specialist support to enable parishes to flourish and grow. This can cover wide ranging aspects of parish life including finance and giving, governance, buildings, welcome and community engagement, developing new congregations and exploring missional opportunities. The Mission Area Support Team seeks to release clergy and lay teams to focus upon serving their communities. The Diocese of Sheffield is also committed to supporting clergy wellbeing. In addition to encouraging clergy to take a regular rest days, annual leave, and regular retreats it is also possible to join pastoral reflection groups or access specific wellbeing resources. Associate archdeacon transition enablers meet with oversight ministers regularly to offer coaching and support.

## Parish Statistics

**The table below provides a simple summary of parish statistics for the three churches.**

| Parish                              | Usual Sunday Attendance | Electoral Roll 2026 | Baptisms 2025 | Weddings 2025 | Funerals 2025                      | Christmas Attendance 2025                                       |
|-------------------------------------|-------------------------|---------------------|---------------|---------------|------------------------------------|-----------------------------------------------------------------|
| St Leonard and St Jude, Scawsby     | 50                      | 61                  | 8             | None          | 4 in church + 4 at the crematorium | For Vigil Mass, Midnight Mass and Mass during the day 114       |
| St Philip and St James, New Bentley | 14                      | 26                  | None          | None          | 2                                  | No services held during this period                             |
| All Saints, Arksey                  | 14                      | 26                  | 1             | 1             | 4                                  | For Crib Service, Christmas Eve Mass and Mass during the day 73 |

## Parish Income and Expenditure

A financial snapshot of parish income and expenditure is available on request.

## Transport Links

The three parishes are readily accessible from Doncaster by road and public transport. All three parishes are served by good bus services linking them to Doncaster town centre and beyond. New Bentley is close to Bentley railway station, while all three churches are within easy reach of Doncaster town centre and its main rail and bus interchange. The mission area is served by good road links, and all areas are within easy reach of the A1M, the M1 and the M18.

## Local Amenities in the Community

### St Leonard and St Jude, Scawsby

- Scawsby is a well-established suburban community with a good range of everyday amenities close at hand.
- Scawsby and Scawthorpe have four primary schools, two comprehensive schools with Post 16 facilities and a school and Post 16 college for children with special educational needs.
- The wider area also offers shops, pubs, community services and easy access to the larger retail and leisure facilities of Doncaster.
- Nearby green spaces and attractions, including Cusworth Hall and Park, add to the area's appeal for families and older residents alike.
- In practical terms, the parish has local services and neighbourhood resources that support stable community life beyond the church itself.

### St Philip and St James, New Bentley

- New Bentley benefits from a wider range of urban local amenities within Bentley, including primary schools, shops, pubs, community facilities and public green space.
- Bentley Park and Bentley Urban Farm are notable local assets.
- The area also has community services that support family life and neighbourhood activity.
- As a parish setting, New Bentley sits within a community that combines practical local provision with a strong sense of local identity and resilience.

### All Saints, Arksey

- Arksey has the character of a village community with a smaller but valuable range of local amenities.
- These include Arksey Primary School, a village hall, a post office, a public house and local sports clubs.
- Further shopping and service provision is available nearby in Bentley and Doncaster.
- The surrounding countryside, local footpaths and outdoor spaces also contribute to the quality of life in the parish.
- Together, these amenities help to sustain Arksey's strong local identity and sense of community beyond the life of the church.

## Parochial Church Councils

Each parish has its own Parochial Church Council, sharing responsibility with the incumbent for mission, finance, fabric, safeguarding and practical parish life. St Leonard and St Jude, Scawsby has 19 PCC members plus the SSOM Curate; St Philip and St James, New Bentley has 7; and All Saints, Arksey has 7. Each parish has statutory officers, including Churchwarden or Churchwardens, PCC Secretary and PCC Treasurer, and all three have re-affirmed their membership of the Society under the patronage of St Wilfrid and St Hilda.

## Hickleton Chapter

Our new Parish Priest will be invited to become a member of the Hickleton Chapter alongside our Deanery Chapter. The Hickleton Chapter is made up of priests from throughout the Diocese who are members of the Society under the patronage of St. Wilfred and St. Hilda and includes serving and retired members. The Chapter has an elected Dean. Many members of the Chapter are also members of SSC and Forward in Faith.

## Mission Opportunities

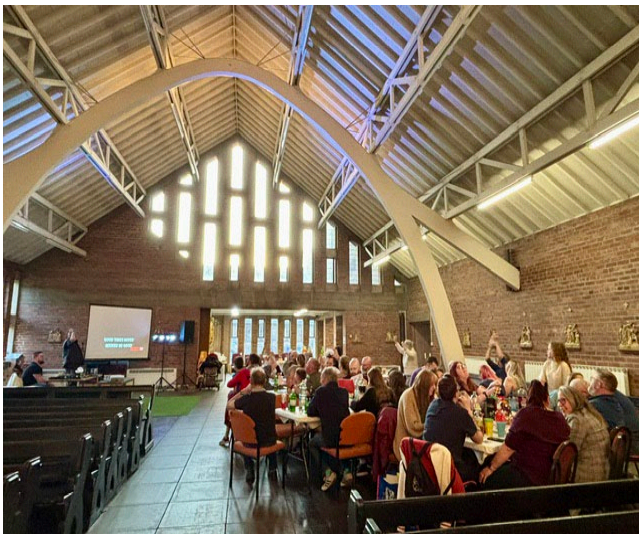
Mission opportunities include building on Scawsby's settled suburban community, strengthening families and older people's ministry, developing visible neighbourhood ministry, maintaining existing links with schools and developing new links, particularly in New Bentley and Toll Bar and using Arksey's historic village setting for community connection, occasional offices, heritage engagement and relationships with local families and residents.

Across the partnership, there is scope to deepen discipleship, widen lay participation, strengthen pastoral visiting, share resources and increase visibility through schools, civic and village links, seasonal worship, social events, welcome and hospitality. We seek to realise the Diocesan Vision statement:

***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.***

## Mission and Outreach

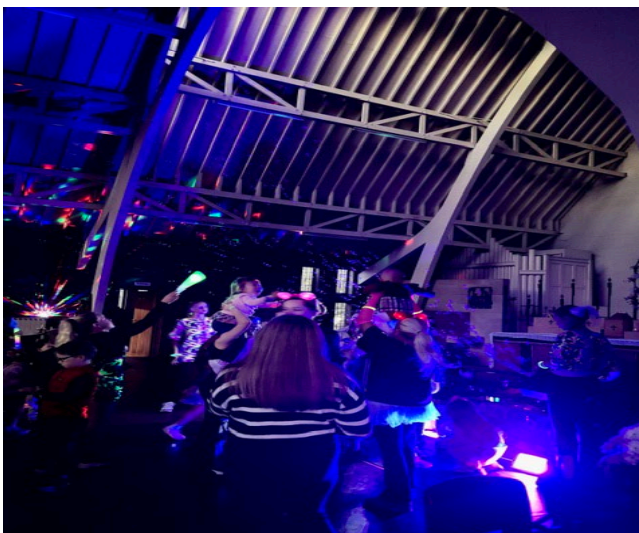
Current outreach includes strong school links, especially in Scawsby and Scawthorpe, where Advent 2025 brought 2,500 students, staff and parents to St Leonard's for carol services and the Christmas story, with Lent visits for Stations of the Cross appropriate to the age of the visitors. St Leonard's also hosts Messy Church, weekly Stay and Play, pilgrimages, quarterly seniors' lunches, monthly socials and fundraising events including Curryoke, a Beer Festival and a Seventies Night. Arksey plans regular social events, including a Yorkshire Day celebration and a Harvest Supper, and New Bentley is noted for its hospitality, but is in a period of recovery after the recent closure.



*Socialising 2026*



*Fun in the church grounds*



*Something for the young and young at heart – Lights of Christ.*



*An afternoon get-together*



*The Senior's Christmas Dinner*



*Parish Life in Arksey*

## Challenges for the New Priest

The Mission Partnership offers rich opportunities but asks much of a new priest. The three parishes are distinct in setting, history, worshipping life and pastoral need, and the new priest will need to hold them together with fairness, firmness, patience and clarity while allowing each church to retain its identity. Building trust, encouraging shared responsibility and helping the parishes grow in confidence as one mission area will be central to the role.

Attendance and resources vary across the churches, and some parish life depends on a small number of committed volunteers, particularly at New Bentley and Arksey where average Sunday Mass attendance is in the low teens. New Bentley and Toll Bar have a deprived status, so growth may not increase income proportionally. The new priest will need to develop lay ministry, support officers, strengthen safeguarding practice, help the parishes make realistic decisions about buildings, finance and mission, and manage a careful diary across three communities.

The wider context includes suburban, urban and village settings, each with different expectations and pastoral realities. Declining regular churchgoing, reconnecting with children, young people and families, and being visible beyond Sunday worship will require energy, imagination and resilience. We name these challenges honestly but see them as part of the vocation of this post: to lead with prayerfulness, hope and realism as the parishes discern how God is calling them to serve Scawsby, Scawthorpe, Cusworth New Bentley, Toll Bar and Arksey.

## What We Can Offer to a new Oversight Minister.

- A faithful worshipping community rooted in the catholic tradition, with the Sacraments, prayer, study and pastoral care at the heart of parish life.
- Three distinctive but complementary parishes: a lively suburban church in Scawsby, a valued neighbourhood presence in New Bentley, and a historic village church in Arksey.
- Real scope for growth, renewal and collaboration, supported by lay people who contribute to worship, welcome, music, pastoral care, buildings, administration and parish life.
- Opportunities to develop ministry with children, young people and families through schools, community links and seasonal services.
- A well-placed vicarage at St Leonard's and strong local identity in each parish, with opportunities for pastoral visiting, occasional offices, civic and village engagement, heritage, hospitality and outreach.
- A supportive wider catholic network through Hickleton Chapter and the Society under the patronage of St Wilfrid and St Hilda.
- Although not wealthy, we are solvent, we will pay clergy expenses in full, we support the Covenant for Clergy Care and Wellbeing, and will encourage proper rest, holidays, retreats and sabbaticals.
- A partnership realistic about its challenges, hopeful about its future, and ready to work with a new priest in discerning God's call for the next stage of mission and ministry.
- Above all we can offer our love, our care, our support, our loyalty and our prayers.
- We are a committed and caring church family that seeks a head under Christ.

## Person Profile: What We Are Looking for in Our New Priest

We are praying for a priest who will share our commitment to catholic worship, pastoral care and mission, while helping the three parishes grow together as one Mission Partnership. We hope for someone who will value the distinctive character of Scawsby, New Bentley and Arksey, encourage the gifts of lay people, and help us discern where God is calling us next.



- A priest rooted in the catholic tradition of the Church of England, likely a member of the Society and in sympathy with its aims, who will cherish Eucharistic worship, prayer and sacramental life.
- A warm, approachable pastor who will care for people of all ages, visit faithfully and be present in the joys and sorrows of parish life.
- A collaborative leader who can work well with three PCCs, churchwardens, lay ministers and volunteers, encouraging shared responsibility while respecting each parish's identity.
- A priest with a heart for mission, able to strengthen links with schools, families, community groups and civic life and welcome new people into the Church.
- An organised encourager of lay ministry who will recognise gifts, support training and help people take their part in worship, pastoral care, administration, outreach and practical service.
- A wise, realistic and resilient parish priest who understands ministry across suburban, urban and village contexts, values children, families and older members, and can lead with humility, good humour and confidence in the Gospel.
- Above all, a faithful priest who will love the people of these parishes, challenge us when needed, walk with us in worship and mission, and help us grow as disciples of Jesus Christ.

In summary, we are seeking a prayerful, faithful and approachable priest in the catholic tradition who will lead us in reverent worship, care pastorally for our communities, encourage lay ministry, and help the three parishes grow together in confidence, mission and shared service. We hope for someone who will respect the identity of each church, work collaboratively with our people, and walk with us as we seek to make Christ known in Scawsby, New Bentley and Arksey.

***This is a significant calling. If you believe you can help us meet these challenges with faith, hope and courage, please contact us.***

## Role Description

### Role Title:

Priest in Charge  
(Oversight Minister)  
of the Sacred Heart Mission Area



THE DIOCESE OF  
**SHEFFIELD**

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

### Name of Benefices:

The Parishes of St. Leonard and St. Jude Scawsby,  
St. Philip and St. James New Bentley and All Saints Arksey

**Deanery:** Adwick le Street

**Archdeaconry:** Doncaster

### Context:

This Mission Area serves Scawsby, Arksey and New Bentley within the deanery of Adwick le Street and supported by the Hickleton Chapter.

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 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.

### **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

Signed:

Print name:

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Priest in Charge and Oversight Minister

.....

.....

On behalf of PCC

.....

.....

On behalf of Archdeacon

Date:



## Person Specification

### An Ordained Minister for

### The Sacred Heart Mission Area

|                                               |                                                                                                                                                                                                                                   | 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>                                                                                               | Y         |           |
|                                               | <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>                                              | Y         |           |
|                                               | <ul style="list-style-type: none"> <li>Committed to mutual flourishing envisaged in the Five Guiding Principles.</li> </ul>                                                                                                       | Y         |           |
|                                               | <ul style="list-style-type: none"> <li>In Holy Orders for not less than three years.</li> </ul>                                                                                                                                   | Y         |           |
|                                               | <ul style="list-style-type: none"> <li>Experienced in leadership.</li> </ul>                                                                                                                                                      | Y         |           |
|                                               | <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> | Y         |           |
| <b>Character</b>                              | <ul style="list-style-type: none"> <li>Models leadership on the example of Christ.</li> </ul>                                                                                                                                     | Y         |           |

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|                   | <ul style="list-style-type: none"> <li>Excited about mission and the diocesan vision and strategy.</li> </ul>                                                        | Y |  |
|                   | <ul style="list-style-type: none"> <li>Committed to the breadth of tradition in the Church of England and mutual flourishing.</li> </ul>                             | Y |  |
|                   | <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> | Y |  |
|                   | <ul style="list-style-type: none"> <li>Accountable.</li> </ul>                                                                                                       | Y |  |
|                   | <ul style="list-style-type: none"> <li>Open to lifelong learning and development.</li> </ul>                                                                         | Y |  |
|                   | <ul style="list-style-type: none"> <li>Recognised as resilient, stable and trustworthy.</li> </ul>                                                                   | Y |  |
|                   | <ul style="list-style-type: none"> <li>Self-aware and self-accepting.</li> </ul>                                                                                     | Y |  |
|                   | <ul style="list-style-type: none"> <li>Cares for self and for key personal relationships.</li> </ul>                                                                 | Y |  |
| <b>Experience</b> | <ul style="list-style-type: none"> <li>Building and facilitating teams, shared decision-making.</li> </ul>                                                           | Y |  |
|                   | <ul style="list-style-type: none"> <li>Energising and enabling others in forming vision and in strategic planning</li> </ul>                                         | Y |  |
|                   | <ul style="list-style-type: none"> <li>Working collaboratively, exercising accountability and delegation.</li> </ul>                                                 | Y |  |
|                   | <ul style="list-style-type: none"> <li>Encouraging trust in God.</li> </ul>                                                                                          | Y |  |

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|  | <ul style="list-style-type: none"> <li>Discerning, nurturing and developing the skills of others.</li> </ul>                                                                                        | Y |   |
|  | <ul style="list-style-type: none"> <li>Helping others shape and engage in mission and evangelism appropriate to the local context.</li> </ul>                                                       | Y |   |
|  | <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> | Y |   |
|  | <ul style="list-style-type: none"> <li>Taking responsibility for personal well-being and nurture.</li> </ul>                                                                                        | Y |   |
|  | <ul style="list-style-type: none"> <li>Enabling others in their practice of self-care and personal development</li> </ul>                                                                           | Y |   |
|  | <ul style="list-style-type: none"> <li>Leading, managing and consolidating change.</li> </ul>                                                                                                       |   | Y |
|  | <ul style="list-style-type: none"> <li>Conflict management.</li> </ul>                                                                                                                              |   | Y |
|  | <ul style="list-style-type: none"> <li>Entrepreneurial skills, including responsible risk-taking.</li> </ul>                                                                                        |   | Y |
|  | <ul style="list-style-type: none"> <li>Holding the big picture.</li> </ul>                                                                                                                          | Y |   |
|  | <ul style="list-style-type: none"> <li>Enabling others in reflection, review and developing the mission and ministry of the church.</li> </ul>                                                      | Y |   |
|  | <ul style="list-style-type: none"> <li>Building community through relationships of trust.</li> </ul>                                                                                                | Y |   |

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|  | <ul style="list-style-type: none"> <li>• Inter-personal skills, including listening, communication, and exercising emotional intelligence.</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> |          |