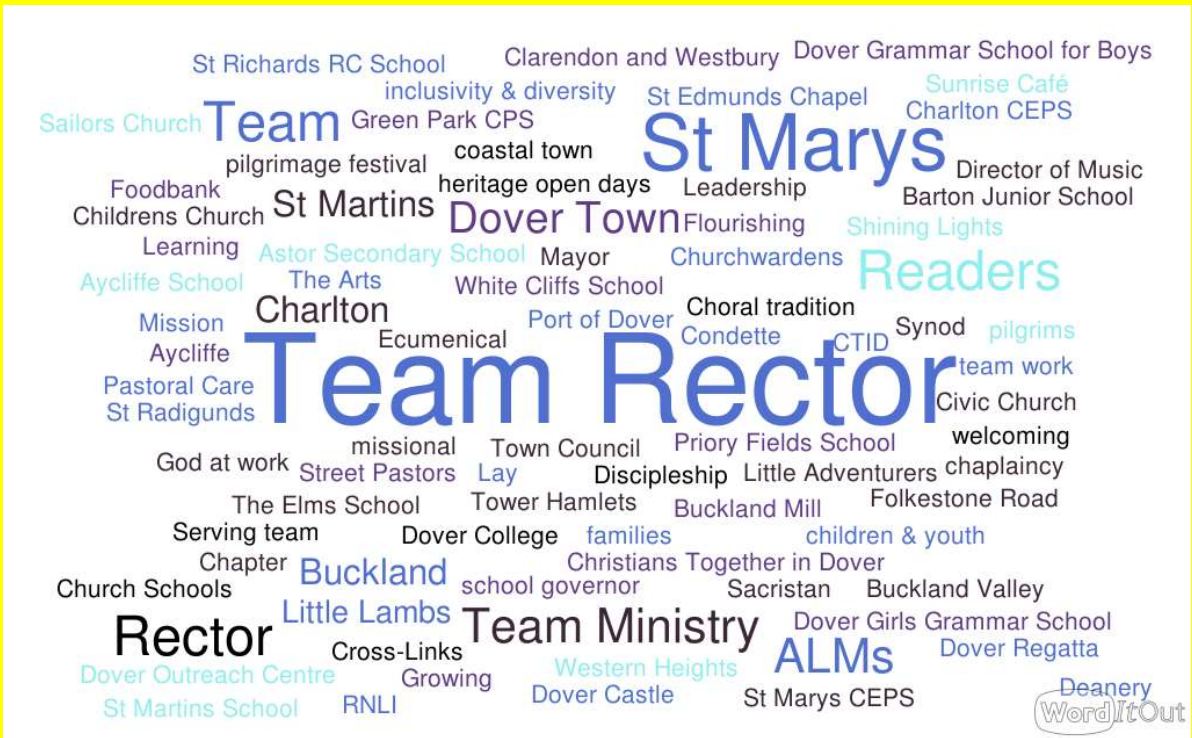


Dover Town Benefice

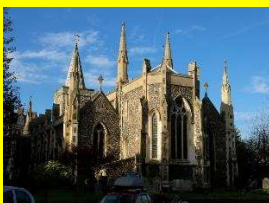
We are a Team Ministry serving the Town and Port of Dover.

Established in 2014, we are four parishes, each with a unique identity, travelling together to share the Good News of Jesus across our local communities.

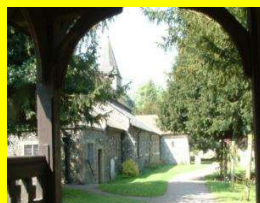
Following a period of interim ministry and with some recent staffing changes **we are now looking for our next Team Rector – could it be YOU?**



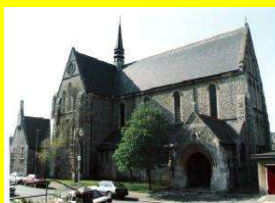
Some of our Churches



St Mary the Virgin
Dover



St Andrew
Buckland



St Peter & St Paul
Charlton



St Martin Dover

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An Introduction from the Revd Melissa Carter, Team Vicar

Welcome to our profile for the role of Team Rector in the Dover Town Team Benefice.

The Dover Town Team is a great place to minister in because across our four parishes we offer a range of traditions and styles of worship. This means that together we can reach out to everyone in Dover, meet people where they are, offer them a warm welcome and a way to connect with God which they can relate to. We pray that working together we can encourage one another on our faith journey and help others come to know God's presence in their lives.



Our Team Vicars:
Melissa Carter (right) and Claire Coleman (left).

The ethos behind the way our team is set up is that when we create a supportive foundation and work together we can support the flourishing of God's kingdom through our congregations, schools and outreach. The core clergy team will be made up of the Team Rector and two full time Team Vicars. Each of the core clergy team have a focus on one or more parishes connecting with their churchmanship and offering leadership

and pastoral support. Currently Revd Melissa Carter is focal minister for Charlton and St Andrew's, which are our two Anglo-Catholic congregations; the Revd Claire Coleman is focal minister for St Martin's, our evangelical congregation, and the Team Rector will be the focal minister for our traditional, choral congregation at St Mary's. Focal ministry is about offering our congregations a stable support network whilst also enabling our clergy and wider ministry team to work collaboratively across the Benefice so that everyone's gifts can be used in a variety of ways, and opportunities for shared mission are explored.

Many of our parishioners talk of wanting the church to be a 'Beacon of Hope' in the community and we look forward to welcoming a Team Rector who will shine their light with ours.

If you would like to have a conversation with someone to further explore this opportunity, please contact:

The Revd Melissa Carter (Team Vicar) - 07825 910116 or rev.melissa.carter@gmail.com

The Revd Claire Coleman (Team Vicar) - 01304 447874 or revclcoleman@gmail.com

Archdeacon Darren Miller - 01233 712649 or darren.miller@archdeacashford.org

Melissa and Claire

November 2024

A Welcome from the Deanery Leaders

The Team Rector will receive a warm welcome into the collegial life of the Dover Deanery. As part of the Diocesan Vision and Strategy we are developing a Deanery Mission Plan which seeks to draw together the missional priorities of our parishes for mutual support and to take up opportunities for working together across boundaries. The deanery is naturally split into three ministry areas:

- West (mostly suburban/rural) – Benefices of Alkham, Capel & Hougham, River, and Temple Ewell & Lydden.
- East (mostly rural) – Benefices of Bewsborough, and St Margaret at Cliffe.
- Central (town) – Benefice of Dover Town.

In addition to Synod, we hold Deanery Days of Encouragement, 'Greater' Chapter meetings of lay and ordained ministers, Chapter breakfasts, and an annual residential to Condette, France for ministers.

We look forward to welcoming the new Team Rector as a new colleague as we share the Good News of Jesus in this place.

Andy & Nigel

The Revd Dr Andy Bawtree, Area Dean & Vicar of River
Nigel Collins, Lay Chair

Could it be you?

Together, these are the key things we would like a Team Rector to bring to our existing team. We see this as a:

- **leadership role** for an experienced priest, who would be committed to ministry in a coastal town and port. A priest who would value and rejoice in the diversity of liturgical traditions which exists across our team parishes.
- **team leadership role** for the whole benefice, who would be skilful at exercising oversight, pastoral and developmental leadership. Enabling local (focal) leadership where collaboration at all levels of ministry, lay and ordained is being encouraged.
- **missional role** with an eye for noticing and creating opportunities for mission. Someone who is adept at building on established and developing partnerships across the town.
- **training role** for a potential training incumbent, initially supporting those who are exploring a call to local ordained and lay vocation.
- **organisational role** for a gifted leader with proven skills in pastoral and ministerial oversight, management and organisation.

Within the team, the Team Rector will have specific local leadership responsibility for the Parish of St Mary the Virgin Dover. As a parish they are looking for:

- **a frontrunning** figurehead, ready to speak on behalf of the town centre, to head up civic functions and other major occasions (the Team Rector is usually invited to be Honorary Chaplain to the Town Mayor).
- **an inspiration** for faith and worship leadership, experienced in working with the support of a Director of Music, Choir, Sacristan, Serving Team and Children's Church Leaders and being at home with the choral musical tradition.
- **a welcoming** presence ready to build and celebrate the already developing diversity, inclusivity, and accessibility of the congregation.
- **a pastoral-centred** person with a large heart for a varied community, gifted with fortitude, resilience, listening skills, an encourager who is approachable and relatable.
- **a community-orientated** leader, able to build on the growing momentum of the church & parish centre's ministry and mission. This includes opportunities within the Port Chaplaincy, the Dover Pilgrimage Festival executive and leading the exciting new missional-community space re-ordering project in the church, working alongside the very able PCC.
- **a schools-friendly connector** ready to build further links between the three schools in the Parish and the church. This includes St Mary's Church of England Primary School (where there is a governor role) and continuing to develop links with Dover College (a local Independent School).

In common with all members of the Ministry Team, the Team Rector will:

- lead worship across all four parishes.

- fully participate in all aspects of the collegial ministry of the Team Ministry, Dover Deanery and the Diocese.
- take full advantage of opportunities for personal wellbeing and ministerial development as expressed within The Canterbury Diet for Incumbents.

Housing

The Team Rector will reside at St Mary's Vicarage, Taswell Street, Dover CT16 1SE.

Built in 1978 the vicarage is a 2-storey property with a dedicated reception area and study, family lounge, kitchen with utility room, dining room, ground floor toilet, family bathroom, 3 double bedrooms (one is ensuite) and a single bedroom. There is a detached garage and garden.



Dover



The town of Dover, one of the original ancient Cinque Ports, is well-known around the world as the home of the White Cliffs, Dover Castle and one of the busiest international ports for cross-channel ferries, freight and cruises. Its newly developed pier and Western Docks Marina & developments have brought a new lease of life for local arts and culture.

Dover is the UK's closest town to mainland Europe. There are excellent connections to France via cross-channel ferries (90 minute crossing) or the Eurotunnel (35 minutes) terminal in nearby Folkestone. The high-speed rail service HS1 means St Pancras International Station in London can be reached in just over an hour and its excellent motorway connections (M2 & M20) offer speedy access from other parts of the UK.

The Cathedral City of Canterbury is 15 miles to the north-west; and the coastal town of Deal – the home of the renowned Deal Festival of Music and the Arts – is just 7 miles to the north.

Dover offers exciting challenges and opportunities for ministry that are rarely found together in the Church of England. Our parishes serve a population of around 38,000.

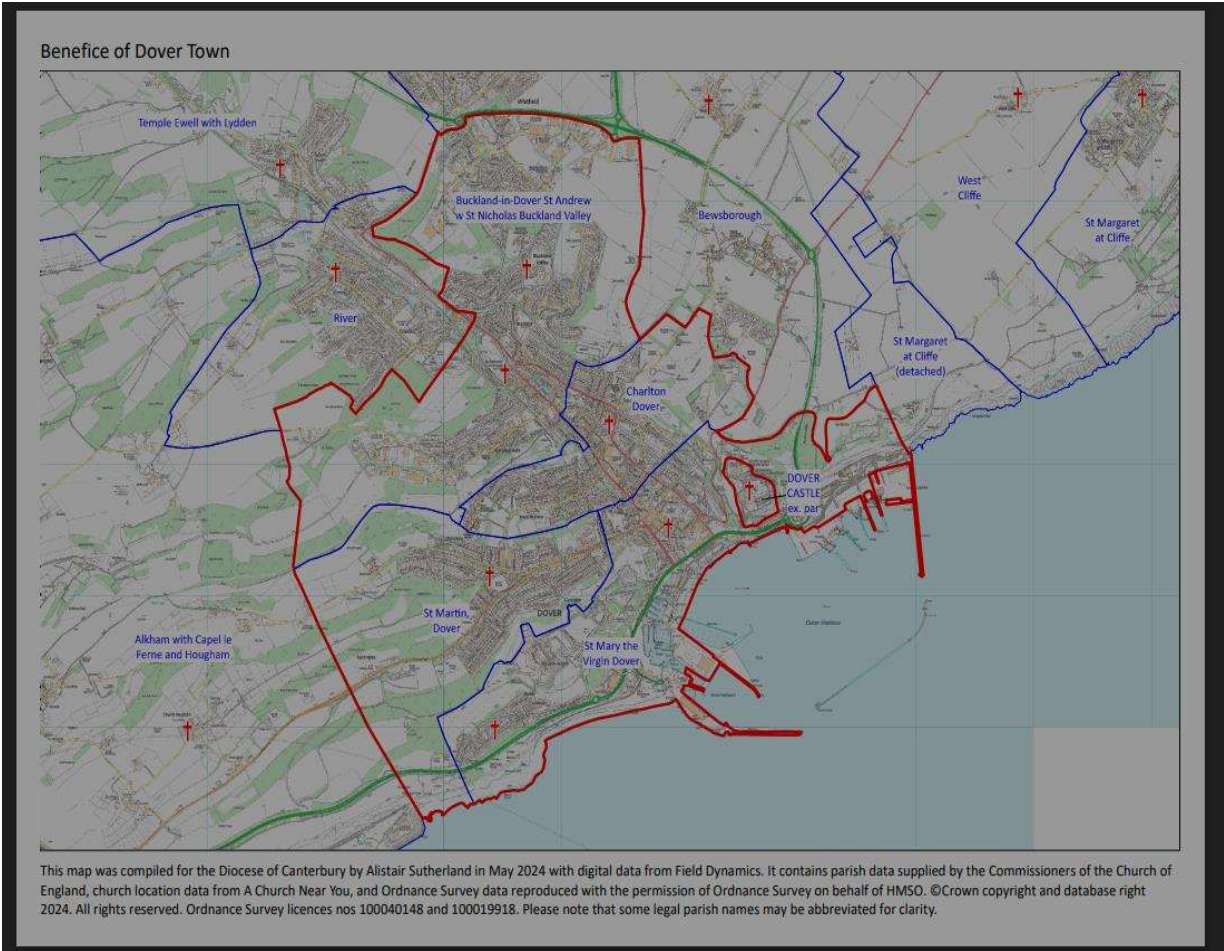
The St James development is a regeneration project, situated close to the town centre and offers free parking, a retail complex, food outlets and multiplex cinema. Dover has just been awarded £63M from the government levelling-up fund; this will see a new creative and educational development hub being built and the Arts Council have identified Dover for further community funding.

Employment is mostly found from within the Port, retailers, health and social care, and education sectors. There are also three major post-war estates in the outer areas of the town.

Nationally, the town is considered a disadvantaged area where its many families struggle, child poverty and youth unemployment are high. Levels of literacy are low compared to other parts of Kent. The parishes of the benefice are among the most deprived within the diocese and nationally.

The national spotlight often falls on the town because of the issues around refugees and asylum seekers. The local response is mixed and varied, there is an opportunity to explore the complexity of these issues and join with us to do some contextual theology as we respond in practical ways.

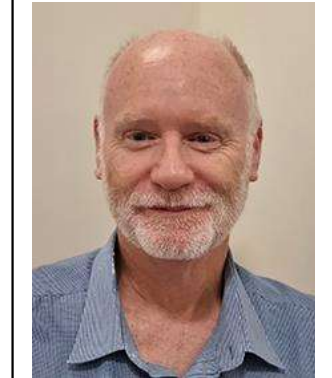
Dover Town Team Ministry



The map depicts the area covered by our parishes.

The Team Rector will join a team of clergy and lay leaders working together. The staff leadership team currently consist of the Team Rector and:

- The Revd Melissa Carter, Team Vicar with local (focal) leadership responsibilities for the Buckland and Charlton parishes, with a team-wide leadership role for schools and young families. She is also a street pastor.
- The Revd Claire Coleman, Team Vicar with local (focal) leadership responsibilities for St Martin's parish, with a team-wide leadership role for mission.
- The Revd Trish Godfrey, PTO Priest based at St Mary's where she has a lead role for Children's Church.
- Nigel Collins, Reader based at the Buckland parish where he has a focal role in the community. He is also Deanery Lay Chair, and the Diocesan Lay Ministries Adviser and Pastoral Secretary.



Revd Trish Godfrey & Nigel Collins

The Benefice Forum is an informal space for travelling together. The Benefice Forum meets bi-monthly (in alternative months from the PCCs) and is hosted by the different Readers, local lay ministers, churchwardens, treasurers, PCC members, but with an open invitation to other church members. The Forum provides a safe space for learning and team-wide planning where ideas can be explored and developed before being taken for decision at PCCs. Examples of the work and benefit of the forum include:

- Building relationships between the key leaders of our churches with foster a spirit of togetherness and mutual support.
- Establishing the principle and practice of travelling together whilst valuing the various church identities. Seasonal 'travelling together' services and events at different churches during Advent, Christmas, Lent, Holy Week and Easter are now well established.
- Establishing Bubble Church. The forum was involved in developing the initial idea into a reality.
- Re-apportioning the overall diocesan allocation for parish share between our parishes by mutual agreement.
- Convening a meeting of churchwardens and treasurers to consider financial challenges. This was facilitated by the Deanery Treasurer.
- Exploring issues such as perceived inequality, conflict and anxiety, reaching children and youth, ideas of commissioning someone to apply for grants/funding for the parishes/benefice.



A recent meeting of the Benefice Forum at St Andrew's

- Drafting the Benefice Profile for this post and the post of team vicar with missional responsibilities.

Individual PCCs meet separately under their own arrangements. Whilst the Team Rector would be ex-officio of all the PCCs, the relevant local (focal) team clergy normally co-chairs meetings along with the respective lay Vice-Chair. Each PCC meets at a day, time and place which suits them (normally in alternative months from the Benefice Forum).

There are a number of licensed Readers in the benefice. They are church-based but preach and lead worship on a rota basis around the benefice. One of the Readers is also commissioned as an **Anna Chaplain** (see below).

Each church has some locally recognised/authorised lay ministers. They mostly minister in their own parishes, some lead worship, preach/give a talk and others are involved with pastoral ministry.

Some of our lay ministers are trained to conduct funerals.

Dover Town Benefice Lay Ministers			
Buckland	Charlton	St Martins	St Marys
Licensed Lay Ministers/Readers (* Anna Chaplain):			
Nigel Collins ¹		Mike Bowditch Wendy Bowditch ^{1 *} Graham Snellin ¹	Chris Scoble
Locally Recognised (Parish) Lay Ministers:			
Anne Collins ^{1,2,3}	Alistair Mackie ²	Malcolm Gavin ² Ben Harding ² John Feasey ²	Ant Shilson ² Gill Neary ³
Notes:	1 – Lay Funeral Minister	2 – Worship Leader	3 – Pastoral Minister
Churchwardens			
Anne Collins Jennifer Kelly	Camilla Otaki	Malcolm Gavin Ben Harding	James Francis Lindsay Powell-Williams

Readers Chris Scoble and Graham Snellin are in varying stages of discernment for self-supporting ordained ministry.

Partners in Mission

The Team Rector would join the Team in our work with our partners in mission across Dover. There are three significant outreach activities which come under the arm of Christians Together in Dover (CTID):

- The Winter Night Shelter (WNS) – working with other ‘CTID’ churches, the team provide a warm meal and companionship for one evening a week on a rota basis when the WNS is in operation.
- Dover Foodbank – all churches are collection points; the distribution centres are located within the town area.

- Dover Street Pastors – providing loving service in the town centre on a Saturday night. The St Mary’s Parish Centre is used as a base for the Prayer Pastors while the Street Pastors are operational.

The Dover Outreach Centre (DOC) is a charitable trust initiated by, but now separate from CTID, it is based in Snargate Street and:

- Provides drop-in service and support for those who are homeless, or with similar needs.
- Organises the WNS.
- Runs the Sunrise Café.

Ecumenism is active across the town and surrounding area, working together to tackle challenging issues and to share the Good News of Jesus. Other churches in the benefice area include: the One Church Dover (Apostolic), the Beacon Church and Christian Centre (URC/Methodist), Dover Baptist Church, St Paul’s Catholic Church, Our Lady of Dover Catholic Church, the Gateway (Pentecostal) Fellowship, the Vineyard Church Dover (operates the Beehive café/support service for women), there are also a number of Gospel Churches meeting in the area.

St Mary-in-Castro (SMC) is the C of E church at Dover Castle, within the town area. It is an extra-parochial place under the ownership of English Heritage (having formerly been the Army Garrison Church); it has its own chaplaincy team and is represented within the deanery.

In recent years opportunities for mission has developed through a number of cross-town initiatives headed up by Maison Dieu and supported by Dover District Council. These include cultural and arts projects, Pilgrim festivals, Dover at Night, with more such events and activities to come.



Around the Parishes



St Mary the Virgin Dover

The Church of St Mary-the-Virgin is situated in the town centre close to the Market Square. This is predominantly an urban-commercial area and is close to the Port of Dover and the seafront. St Mary's Church is regarded as firstly the Civic Church; the Team Rector is usually the Chaplain to the Town Mayor and as the 'Sailor's Church' as part of the Port Chaplaincy; services throughout the year reflect both these aspects.

St Mary's is in the choral tradition with an excellent Choir under the Director of Music, Jake Convery. There's also a bell ringing team and we would describe our worship as traditional, liturgical and central but with a relaxed, family ambience with children's church weekly. St Mary's Sunday worship has the fourth Sunday of the month as a Family Eucharist service involving children in increasing participation and the first Sunday of the month now offers Laying on of Hands Healing ministry. The second Sunday of the month is a Lay-led Matins service and lay leadership is much encouraged. Our Sunday attendance is around 50 adults and 12 children. Our prayer life is augmented by the spiritual and social ambience of the mid-week Holy Communion with around 16 attending, Saturday informal prayer and reflection time called with 8 attending and traditional Sung Evensong -with supper - once every 3 months with between 40-60 attending. Our pastoral team are continually present and take Home Communion to those unable to attend church.



There is a purpose-built Parish Centre (with Parish Centre Manager Trish Simmons) which is adjacent to the Church and used by many community groups from across Dover, and for a number of key church social events as well as missional outreach initiatives such as Little Lambs Toddler's & Parents with 25 families, a new toddlers faith group called Shining Lights with 7 families, a monthly Community Café with around 50 coming & going, and collaborative events with Dover District Council – the jobs recruitment fair saw hundreds come.

We maintain a close connection with Dover College Senior School & Sixth Form where the team offer Chapel on a weekly basis as well as key services during the year and with St Mary's CE Primary School and Aycliffe primary school where we offer regular collective worship. St Mary's has recently been a significant part of the Kent Pilgrimage Festival and Dover At Night alongside other organisations the town and this is being developed upon for the coming years and also plays a major part in Christians Together in Dover.

St Mary's mission plans include:

- a re-ordering building project that will see the back of church opened out for increased children's work and adaptable for other events – this is due to be completed Christmas 2024.
- Further development of the use of technology for communication purposes.
- the development of a weekly community wellbeing outreach event for older people.
- Developing our work with young people.
- an opportunity to be part of developing a community forum on the Aycliffe estate.



Dir of Music: Jake Convery

Buckland-in-Dover St Andrew with St Nicholas Buckland Valley

All are welcome, we are an inclusive church offering a welcome to people irrespective of their age, gender, race or circumstances. Our worship is a blend of formal and informal, influenced by the Catholic and Marian traditions of the Church of England. We have two places of worship:

- St Andrew's church is our main place of worship; it is a grade 2 listed building. The church and churchyard with the ancient Buckland Yew are popular with dog-

walkers and families who see it as their ‘family’ church which accounts for the significantly high number of baptisms and weddings.

- St Nicholas church, built in the late 1950s is situated on the Buckland estate. Part of the building is leased to Kent County Council as the Dover Family Hub (formerly the Buckland and Whitfield Children’s Centre), but with a dedicated worship space and meeting area.

We are one of the largest parishes in the deanery, serving a population of over 12,500 with around 5,200 occupied households. It is one of the 10% most disadvantaged parishes nationally, and consists of a number of distinct communities and neighbourhoods:

- St Radigund’s which includes the Buckland hospital, the White Cliffs Primary school, Harmonia Dementia village, St Radigund’s community centre, and the Poulton’s Business Park.
- The Buckland estate which includes Green Park Community Primary school, Dover Family Hub (at St Nicholas church), Sheridan Road shops, Cross-Links ecumenical youth hub, and the Buckland community centre.
- The Buckland Mill development (adjacent to St Andrew’s church) which includes the Crabble Hill Co-Op, 24/7 Gym with residential housing yet to be built.
- Old Park, on the site of the former Royal Engineers barracks, which includes Dover Christ Church Academy (secondary school), the Port Zone (comprising industrial units, the bus depot and Dover Transport Museum), and Rock Rose pub restaurant (part of the area is considered to be ‘in’ Whitfield).
- White Cliffs Business Park which includes the District Council offices, household recycling centre, various superstores, and the Dover Leisure Centre.



We are a relatively small but faithful worshipping community with an average Sunday attendance of 20 including a few children. Our weekly 10:30am Sunday services include both eucharistic and lay-led services. We also have a Tuesday morning Taizé meditation style service, and a Wednesday afternoon group. We hold an annual Community Open Day in September and are re-establishing an annual Pet Service. The vestry at St Andrew’s was recently converted into a kitchen as part of a Tesco Community project and we hope to develop a ‘pay-it-forward’ café for passers-by and the wider community (the Yew Tree Café project).

As a church our priority is to focus on developing and strengthening the evolving relationships and connections through the Yew Tree Café project and weekday activities. We will also need to prioritise actions required by our most recent Quinquennial building inspections (we are currently awaiting the reports).

Charlton Dover

The church of Charlton is located in the centre of the parish in the heart of Dover. Charlton is a large, almost entirely residential parish which includes the area of Tower Hamlets.



The church was built 130 years ago and is physically the largest in the town, seating up to 300, making it the perfect venue for concerts and various community events.

Our worship is of the anglo-catholic tradition, enhanced by the use of incense and bells at our main 9.30am Sunday Sung Eucharist. Our communion services on Sunday at 8.00am and Thursday at 9.30am are said. A service of the Litany and bible discussion takes place on Friday morning. Sunday attendance is at present 8 at our 8.00am and 20 -25 at our 9.30am. We have a faithful team of altar servers, readers and intercession prayer leaders.

Virtual organ music is used at our main Sunday Eucharist service and once a month our music is provided by our small worship group. We are working towards re-building our choir and our once strong choral music tradition.

A family service is held once a month in the church hall, which takes place at the same time as our 9.30 Eucharist, the children joining us for communion. Bubble church takes place every 4th Sunday in the church.

There are nine schools situated in our parish, most of which use the church for their annual carol services. Our own church school at Charlton has established a close link with the church and regular discussions take place to further enhance our work together. We are continuing to build our links with all the schools with regular visits from church members and clergy.

We are seeking to re-engage and further build links with the community and have recently initiated a programme of various social events held in a church environment,



ranging from themed musical evening to fine arts events. An annual community open day has been established making use of the green space of the closed churchyard at the side of the church.

The well-maintained church hall situated next to the church, is used on a regular basis by various community groups, for church social events and regularly on Sunday afternoons by the Jesus is Lord church.

There is a small church crypt which was transformed in the 1980s into meeting place and coffee bar. This space is ideal for small group meeting, bible study groups, social events or café for the wider community. It has great potential as a centre for outreach as well as a focus for family life at Charlton.

Our focus as a parish church is:

- To serve the community.
- Seek ways to build and develop our connections with young people.
- Be a place of welcome and encouragement for all who are in search of God.

St Martin Dover

St Martin s is an Evangelical church with a strong Lay Ministry Team with three Readers, and two ALM's alongside a strong worship music team, the Team Vicar is 0.5 with St Martin's and we are also supported at times by the rest of the Benefice clergy. Our regular Sunday morning attendance is about 35 adults and 8 children.

Our worship is a contemporary style following common worship. Within services we make time for the Holy Spirit to move, extemporary prayer and testimonies are encouraged and we are developing our pastoral prayer ministry. We have a weekly Sunday school except for the 1st Sunday of the month which is an all-age service focusing on developing confident faith through discussion and activities. We are currently re-establishing (post covid) a couple of home groups which are run by members of the congregation.

Surrounding area:

St Martin s is situated in the Elms Vale area, which is a neighbourhood on the western side of Dover. The parish basically follows the Folkestone Road from Dover Priory Railway Station up to and including Maxton this area includes the neighbourhoods of Clarendon, Winchelsea and Elms Vale. Most of the parish is formed of owner-occupied housing, but some areas are classed as Areas of Deprivation , with a large number of single parent families and diverse ethnic backgrounds. In the parish there are two community primary schools and one special needs school supporting students with significant emotional and behavioural needs. There is also a pre-school who runs out of the church hall.

Mission & Outreach:

Our vision is to build relationships with the community. We have regularly supported our local schools with their harvest, Easter, Christmas and leavers celebrations as well as taking assemblies regularly in one of the primary schools. Since 2021 we have been regularly running a weekly parent and baby/toddler group which we also try to run through school holidays, welcoming older siblings during the holidays. A church-based group called CAMEO (Come And Meet Each Other) meet three times a month in our church hall and has a range of people from St Martin's, other local churches and the community attend. We also support our local residential homes and individuals by offering home communion and individual visits. One of our readers is also an Anna Chaplain offering support for families and individuals living with Dementia. We have just completed developing a community garden in our grounds offering a place for fellowship, prayer and quiet rest.

- We are friendly, hospitable, and sociable and seek to offer a welcoming space to nurture faith and support people in all stages of life.
- We have a Christ-centred theology which is rooted in scripture and its practical application is at the heart of our missional activities.
- We are comfortable with modern forms of worship and study, looking for new ways to engage with those seeking and exploring as well as those wanting to deepen their faith.
- We promote exploring vocation in all its forms, offering support in discernment, development and training.



Appendix: Parish Statistics and Pattern of Services

Parish Statistics (2023)

	St Marys	Buckland	Charlton	St Martins
Population¹	5,014	12,521	8,417	7,178
Occupied households¹	2,494	5,168	3,666	3,028
Parish Deprivation²	532	688	910	1,811
Parish ER	100	17	28	40
Worshipping³ community	45 adults 11 children	19 adults 5 children	40 adults 9 children	40 adults 8 children
Usual Sunday Attendance³	42	19	30	40
Average Weekly Attendance³	66	22	80	34
Baptisms³	2	17	14	7
Weddings⁴	1 (1)	7 (7)	3 (4)	2 (0)
Funerals³	3	2	4	1

Current Pattern of Sunday and Weekday Services across the parishes

	St Marys	Buckland	Charlton	St Martins
	Wed 10am Holy Communion	Tue 9am Taize & Prayers Wed 4pm 'Paws for Thought'	Thu 9.30am Said Communion Fri 9.30am Service of Litany	
Sundays				
1st	10.45am Sung Eucharist w prayers for healing	10.30am Sung Eucharist	8am Said Eucharist 9.30am Mass	10.30am Explore service
2nd	10.45am Sung Matins	10.30am Morning Worship ('Andy's Invite')	8am Said Eucharist 9.30am Mass	10.30am Holy Communion
3rd	10.45am Sung Eucharist	10.30am Sung Eucharist	8am Said Eucharist 9.30am Mass	10.30am Morning Worship 6pm Connect service
4th	10.45am Sung Family Eucharist	10.30am Morning Prayer	8am Said Eucharist 9.30am Mass & Family worship in hall 4pm Bubble Church	10.30am Holy Communion
5th	10.45am Sung Eucharist	10.30am Sung Eucharist	8am Said Eucharist 9.30am Mass	10.30am Morning Worship

¹ Source: ArcGIS Church of England Parish Maps link:

<https://www.arcgis.com/home/webmap/viewer.html?webmap=67bce0ed36dd4ee0af7a16bc079aa09a>

² Source: Church Urban Fund – out of 12,239 parishes nationally, where 1 is the most deprived

³ The figures are taken from the parish statistics for mission returns 2023

⁴ As for footnote 3 above, the figures shown in brackets refer to weddings taking place during 2024