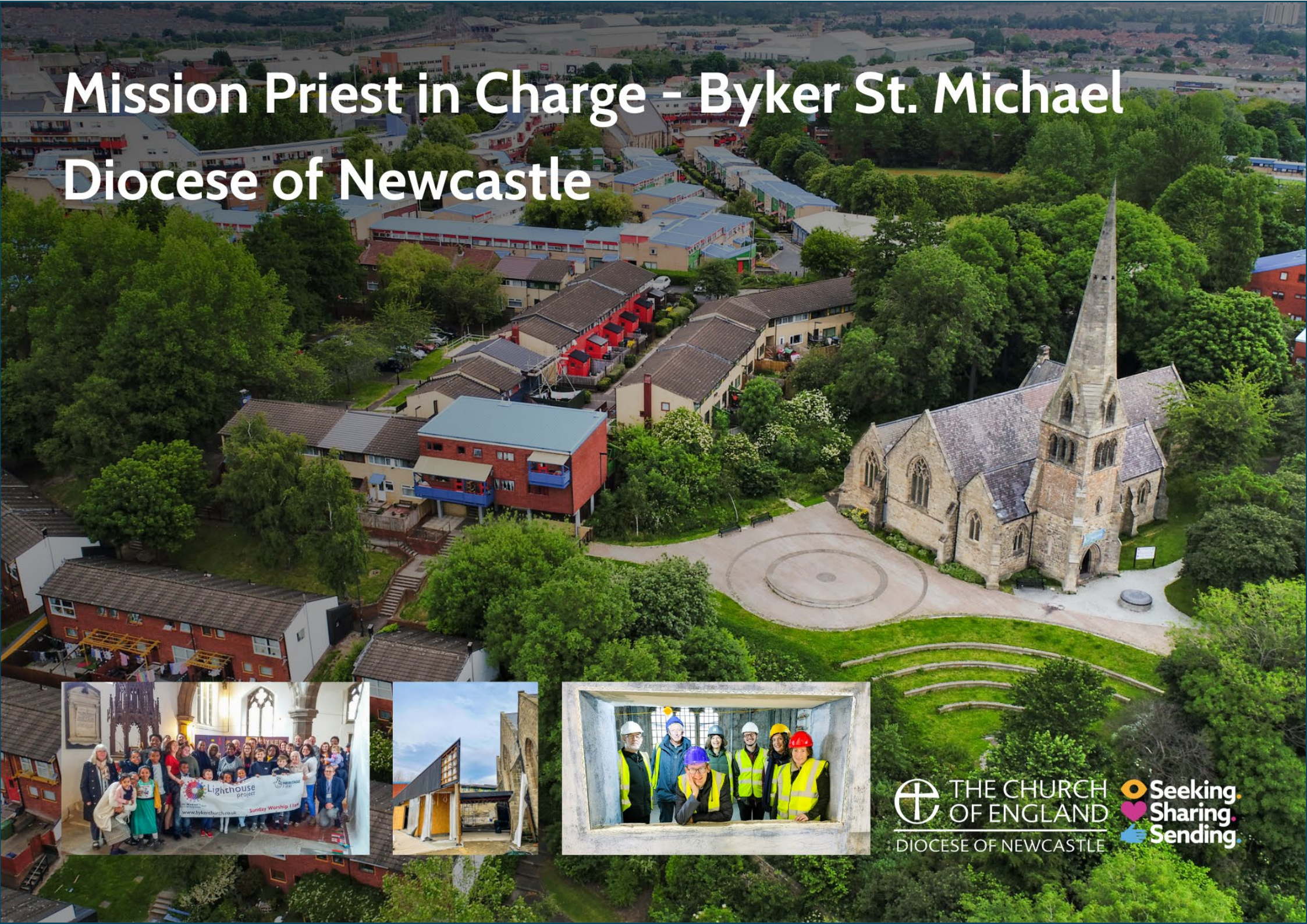


# Mission Priest in Charge – Byker St. Michael Diocese of Newcastle



 THE CHURCH OF ENGLAND  
DIOCESE OF NEWCASTLE

 Seeking Sharing Sending

## Diocese of Newcastle

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## Welcome to the Diocese of Newcastle!

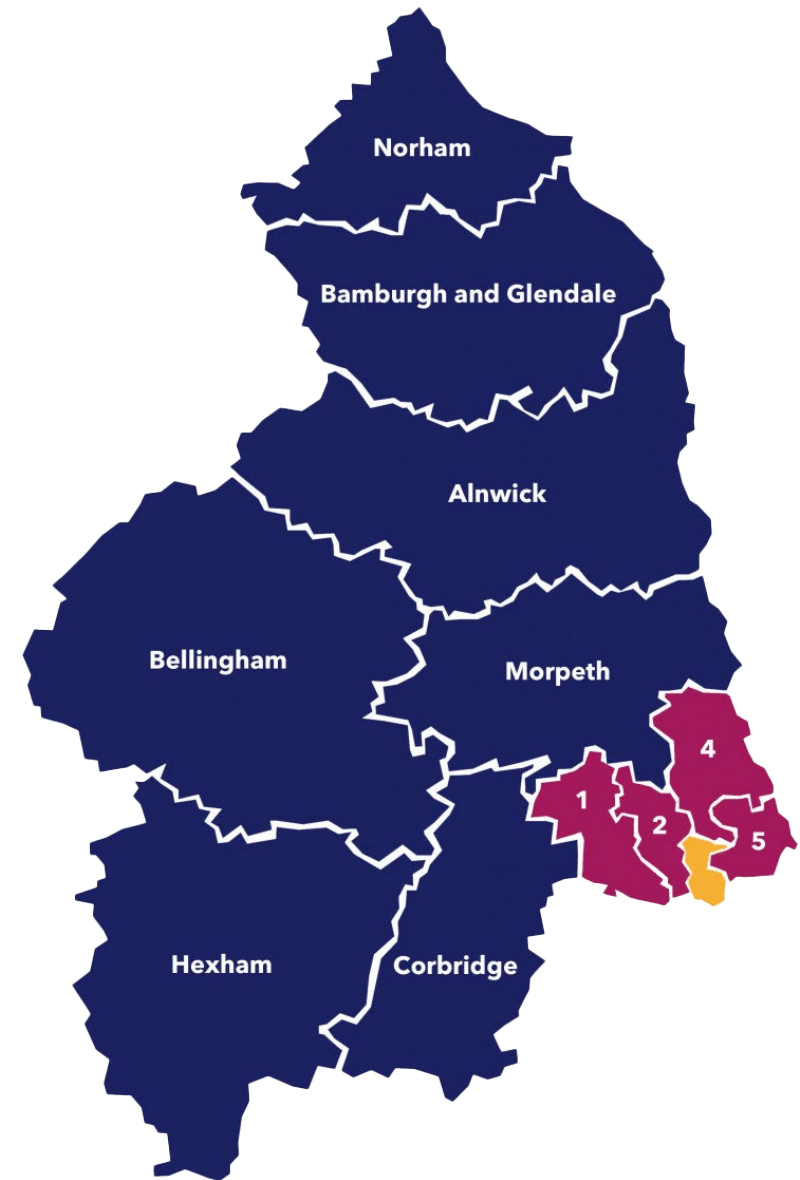
Thank you so much for your interest in this role, and I hope you enjoy reading the information contained in this brochure and will find it helpful for your discernment. These are exciting and challenging times in the Diocese of Newcastle. Exciting because we are at an early stage of a new season, challenging because like many dioceses we face conversations about our future and how best we use and deploy our resources. Our Deanery Development work has engaged every parish and benefice in renewed conversations about mission and ministry, and we are in a process of entering a new phase in that work, mapping out our renewed strategy and vision. Our outward facing values of 'seeking, sharing, sending' stem from a commitment to be a Church turning outwards in mission and ministry, and younger and more diverse by: **SEEKING** through being open to God's transforming love; **SHARING** through being generous with God's transforming gifts; **SENDING** through being engaged in

God's transforming work in the world. I am looking for clergy who are excited about the opportunities and challenges we face, who are happy to work collaboratively and imaginatively with colleagues, and who can inspire communities to roll up their sleeves and get stuck into God's mission, by affirming, enabling, and encouraging lay and clergy together. As your Bishop, I am committed to your wellbeing and development, and I would love to explore with you whether God may be calling you to this role.



**The Rt Revd Dr Helen-Ann Hartley**  
**Bishop of Newcastle**

The Diocese of Newcastle is the Church of England's most northerly diocese. This Diocese in the 'land of the Northern Saints' was formed in 1882 and comprises **169** parishes across **2,110** square miles. The Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The **12** deaneries within **2** archdeaconries serve a population of about **831,600** people across a variety of communities ranging from sparse rural to large inner-city areas of deprivation.



## Role Context

St Michael's is an iconic building in one of Newcastle's most famous urban neighbourhoods. Alongside the Byker Wall, the church overlooks the city and is set within one of the most lively and diverse of the cities' communities. Over the last 15 years many efforts have been made to secure the building's future until Council funding targeted at youthwork became available. The Lighthouse Project, formed in close partnership with other Anglican churches in Byker and Walker (MINE see below), bid for and won a £4.5 million grant to build a youth space and redevelop the whole church building as a multi-purpose community and worship space. The building project is on track to finish by May with an official opening in the Autumn of this year.

St Michael's church went through a very difficult phase in the 1980s and '90s as the neighbourhood suffered from the effects of poverty and a lack of social cohesion. A group of parishes in Byker with collaborative working across the area was pioneered in the 2000s, known as the Urban Ministry Theology Project (UMTP). This then came under a Bishop's Mission Order and along with new partner parishes in Walker became Mission Initiative Newcastle East (MINE) in 2010. Clergy and lay collaboration is key to mission and ministry in and through MINE.

An unexpected offer of funding has made this 5-year post possible and this is an exciting opportunity to strengthen and grow St Michael's and MINE's community profile as the work of the Lighthouse Project begins and develops. Key to this role is enabling the church to be a confident partner with the Lighthouse, alongside growing a worshipping community at the heart of the redeveloped St Michael's building. There are a lot of stakeholders involved in the church and community including the existing MINE Youth project and a new and growing Eden team working in the area in partnership with St Thomas Newcastle. It is proposed that the successful applicant will be supported through the Organising for Growth scheme overseen by the Centre for Theology and Community.

## **Role Description: Benefice of Byker St Michael with St Lawrence**

### **1 Introduction**

The role description gives an outline of the responsibilities of a position. These may develop while someone is in post and this document will need to be kept up to date. It should be reviewed as necessary at Ministerial Development Review, alongside the setting of objectives.

### **2 Details of post**

- 2.1 Role title: Mission Priest in Charge (5 years)
- 2.2 Name of benefice: Byker St Michael with St Lawrence
- 2.3 Patronage: The Bishop of Newcastle
- 2.4 Deanery and archdeaconry: Newcastle East; Northumberland
- 2.5 Initial point of contact on terms of service: The Archdeacon of Northumberland

### **3 Role purpose: General**

- 3.1 To share with the Bishop in the cure of souls.
- 3.2 Ever prayerful and mindful of the responsibilities laid upon you in the Ordinal, the Canons, national Safeguarding policies, and all other relevant legislation, in accordance with the Archbishops' statement *Guidelines for the Professional Conduct of the Clergy*, your ministry will be shaped by the Diocesan vision Seeking, Sharing, Sending and marked by a generosity of spirit, an engagement with the people and situations you serve, and an openness to the promptings of God's love.
- 3.3 Your priestly vocation demands the careful preparation for, and the leading of public worship, the imaginative proclamation of the Gospel of our Lord Jesus Christ and the loving service of all God's people entrusted to your care. Together with your priestly colleagues and lay ministers, you will work collaboratively to enable the gifts of all God's people to be developed in the Service of his Kingdom.

- 3.4 In your priestly ministry you will take an active part in the Diocesan strategy Seeking, Sharing, Sending. This will include collaborative parish conversations and planning for mission and ministry as well as working with colleagues across the Deanery and more widely in the life of the Diocese. A number of supports are available to you through the provision of work consultants, spiritual directors and Continuing Ministerial Formation programs, and you will be expected to participate in the scheme of Ministerial Development Review.
- 3.5 Above all, you will remember that we are called to minister by a gracious, generous self-giving and loving God, as together we seek the Kingdom, share the faith, search for truth, serve our neighbour and follow Jesus in his suffering love for the salvation of all people.

### **Role Purpose – Generic and Specific**

- 3.6 To take responsibility for leading and coordinating new and innovative mission and outreach in the parish of Byker St Michael with St Lawrence;
- 3.7 To take responsibility for leading regular public worship in the parish: encourage the existing congregation, and develop new congregations, to grow in faith and in numbers through preaching, worship, teaching, prayer, and service to the community, and to lead the whole parish in the development of its vision and strategy for growth;
- 3.8 To build, develop and grow the partnership with the Lighthouse Project, and develop the new worship space within St Michael's Church building;
- 3.9 To evaluate, encourage and develop existing work with children, young people and schools through MINE Youth;
- 3.10 To evaluate, encourage and develop partnership with the Eden Project;
- 3.11 To grow and develop an active team, recognising the talents and skills of lay people, using the principles of 'Organising for Growth' (The Centre for Theology & Community);
- 3.12 To take responsibility for occasional offices in the parish of Byker St Michael with St Lawrence;

3.13 To lead the parish and church community into creative and active partnership with the other MINE churches and the wider deanery in a time of change, particularly in the sharing of wider responsibilities in mission. Active engagement with Deanery Chapter, Synod and the Deanery Development Group is expected;

3.14 To be pro-active in ensuring that you continue to access new resources for your ministry and that personal spiritual nurture, refreshment and development is given priority.

### **Key contacts and relationships**

#### **4.1 Generic**

- a. The Bishop of Newcastle and the Archdeacon of Northumberland;
- b. The Churchwardens and the Parochial Church Council;
- c. The Deanery Chapter and Synod;


#### **4.2 Specific**

- a. Lighthouse Project Lead – Ben Roman and the Trustees
- b. MINE youthworker Dan Ball
- c. MINE clergy – Phil Medley, Helen Gill, Tim Ferguson and the MINE Council
- d. Eden Team Leader – Nathan Hook

#### **4.3 Supportive**

- a. The Archdeacon of Northumberland
- b. The Area Dean, Lay Chair and colleagues in the Newcastle East Deanery
- c. Work consultant and/or spiritual director.

## 5 Benefice summary as at time of compilation

Number of parishes	One
Churches and listing	St Michael, grade II listed
Parsonage	<p>St Martin's Vicarage, 152 Roman Avenue, NE6 2RJ</p> 
Other buildings	
Churchwardens	Two
Ministers (including local ministry)	
Population (2021 census)	5,615
Usual Sunday Attendance	4
Parish Share (2023)	£4,000
Resolution under the House of Bishops Declaration on the Ministry of Bishops and Priest?	No



Church tradition	Informal eucharistic
Pastoral Reorganisation Proposals	
Outreach/service to the wider community	
Business element	
Ecumenical links	

## 6 Review

The Archdeacon will review this role description with you when you have been in post for six months.

### Person Specification: Benefice of Byker St Michael with St Lawrence

Please find below details of the experience and personal qualities required to carry out this role fully and well.

For the purposes of recruitment, these have been split into those areas which are essential and those which are desirable and can be developed over time.

**It is important in your application, that you provide evidence of how you meet each of the essential requirements.**

Area of experience/personal quality	Essential	Desirable
Theology and formation	<ul style="list-style-type: none"> <li>Ordained priest within the Church of England or in a Church in communion</li> </ul>	<ul style="list-style-type: none"> <li>Interest in contextual and urban theology and mission;</li> </ul>

	<p>with it or a Church whose orders it recognises;</p> <ul style="list-style-type: none"> <li>• Completion of initial ministerial education;</li> <li>• A commitment to continuing theological development.</li> </ul>	<ul style="list-style-type: none"> <li>• Able to work across diverse theological and worshipping traditions.</li> </ul>
Vision for and delivery of ministry and mission	<ul style="list-style-type: none"> <li>• An engaging and effective preacher and communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel;</li> <li>• Able to lead worship in a thoughtful and inspiring manner;</li> <li>• Energetic and creative around increasing opportunities for deepening discipleship and ministry development;</li> <li>• Experience of and commitment to church growth;</li> <li>• Experience of leading a church in becoming more mission- and community-focussed.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of youth work and/or oversight of church-based youth work;</li> <li>• Experience of church planting, Fresh Expressions or developing New Worshipping Communities.</li> </ul>
Engagement with community life and public issues	<ul style="list-style-type: none"> <li>• Strong understanding of how to engage with and build communities;</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of ministry in low-income and multi-cultural communities;</li> </ul>

	<ul style="list-style-type: none"> <li>• Able to work in partnership and build strong relationships with community groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Proven track-record of developing community partnerships and/or experience of community organising.</li> </ul>
Management of resources and structures	<ul style="list-style-type: none"> <li>• Able to use Microsoft office and/or other IT software;</li> <li>• Knowledge of Parish finance /governance frameworks and systems and how risk is managed;</li> <li>• Good organisation skills and ability to prioritise;</li> <li>• Able to make things happen.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of project management.</li> </ul>
Leadership and oversight of others	<ul style="list-style-type: none"> <li>• Able to lead and deliver through others, encourage lay leadership and participation in all areas of parish life;</li> <li>• Able to share and delegate to lay colleagues;</li> <li>• Able to manage complexity and change.</li> </ul>	
Working with others	<ul style="list-style-type: none"> <li>• Able to work collaboratively, demonstrating enthusiasm and passion;</li> <li>• Dynamic and willing to challenge, yet also sensitive and compassionate;</li> <li>• Able to manage and transform conflict;</li> </ul>	

	<ul style="list-style-type: none"><li>• Good listening skills.</li></ul>	
Other	<ul style="list-style-type: none"><li>• Safeguarding training complete and up-to-date.</li></ul>	