

## **ROLE DESCRIPTION**

### **Diocese of Carlisle**

Role description signed off by: Archdeacon of West Cumberland

Date: 29<sup>th</sup> May 2024

To be reviewed next: At first MDR

#### **Details of post**

Role title (as on licence): Team Vicar

Name of benefice: Egremont and Haile

Archdeaconry: West Cumberland

Deanery: Calder

Mission Community: Coast to Fells

Initial point of contact on terms of service: Liz Howson

#### **Role Purpose**

To promote the work of the church in building God's Kingdom in Cumbria in line with the Diocesan Vision.

#### **Safeguarding**

To ensure that the parishes at all times are committed to safeguarding and promoting the welfare and safety of children and adults, especially those who are vulnerable, and expects all office holders and volunteers to share this commitment. The PCCs have adopted the House of Bishops' 'Promoting a Safer Church; Safeguarding Policy Statement'. To be familiar with the Diocesan Safeguarding policy and to oversee its application within the parishes. To attend Diocesan Safeguarding training as directed by the Diocesan Safeguarding Advisor. To ensure that each parish has a parish safeguarding officer and to maintain a good working relationship with the parish safeguarding officer.

#### **General**

##### **1. Spirituality**

To be a person diligent in prayer, in reading Holy Scripture, and in all studies that will deepen your faith and fit you to bear witness to the truth of the gospel To maintain a distinctively Christian faith and spiritual life with appropriate support networks (including spiritual director or equivalent and regular retreats). To be on a life journey involving development of theological understanding and spiritual reflection.

## **2. Personal Development**

To continually develop personal skills and knowledge in relation to ministry through Diocesan ministry days, courses of study, reading, consultancy, training courses and workshops.

## **3. Self management**

To follow an appropriate pattern of work to meet the demands of ministry, as well as maintaining a spiritual and personal life. This will include time management, personal administration, planning and organisation, working effectively alone or in a team, chairing meetings, interpersonal skills and appropriate breaks.

## **4. Working collaboratively**

To develop a highly collaborative pattern of working to include a commitment to working within the mission community and promoting collaboration between clergy, laity, different parishes and partner denominations.

Including working collaboratively with clergy colleagues, churchwardens, PCC, staff and volunteers, and other leaders in the local church, ensuring individual's gifts and talents are identified and used effectively in any given situation or task. To share ministry as appropriate, encouraging and building up the community of faith. Make attendance at every Clergy Chapter meeting a very high priority.

## **5. Leadership**

Priests are called to be servants and shepherds among the people to whom they are sent. All clergy are called to inspire, motivate and empower members of the church, individually and collectively, to promote God's Kingdom and to further the Diocesan vision.

To share with the Bishop both in the cure of souls and in responsibility, under God, for growing the kingdom. To develop the ministry of the laity through, training, delegation, encouragement and support, so that they have greater involvement in the mission and ministry of the parish. To discern and support lay leadership and SSM vocation in each congregation in your cure, in line with the Diocesan Strategy.

## **6. Communications**

To communicate effectively and appropriately in both written and verbal form with people of all ages and situations in society, inside and outside of the church.

## **7. Management & organisation**

To work with the PCC and churchwardens or other colleagues to put in place appropriate structures and resources for the Christian community. This will include clear boundaries and accountabilities of roles. To ensure appropriate processes and policies in relation to services, weddings, baptisms and funerals, health and safety, financial, fabric, staff and volunteer management, etc. To ensure that the structures and processes meet appropriate diocesan and legal requirements.

## **8. Outreach**

To develop a ministry that encourages new people into Christian faith and will support existing Christians in evangelism and discipleship. To develop relations with community, external organisations and, where appropriate the employing body to promote positive links with the church. In parishes where church schools exist, to work wholeheartedly with church schools to support the Christian ethos and the life of the school generally.

## **9. Worship**

To lead worship prayerfully, competently and confidently. To plan, organise and conduct a programme of worship that supports the vision and needs for ministry including appropriate use of resources, music, teaching and preaching.

## **10. Preaching**

To reflect, interpret and preach the gospel in a way that will encourage faith development. To adapt content and style for different audiences, occasions and purposes (using biblical interpretation, doctrine, pastoral care, ethical teaching and other models).

## **11. Teaching**

To teach at different ages and levels of faith or knowledge, in support of faith development. This may include admission to Holy Communion, confirmation, school assemblies, introduction to Christianity, nurture of new believers, and lifelong Christian discipleship. This may be in formal teaching environments or in small groups. To plan, organise and conduct a programme of teaching which supports the vision and needs of the church community. To encourage Christian Stewardship of people's time, money and abilities so that the whole ministry of the church is strengthened and enabled.

## **12. Pastoral Care**

To identify pastoral care needs and put in place appropriate structures and skills to provide this to the community (including, parish visitors, pastoral assistants, local volunteers). To lead the Christian community in giving support to those in need of pastoral care as appropriate, including baptism and marriage preparation, care to the sick and dying, bereavement, individual support and visiting.

Priests are ordained to lead God's people in the offering of praise and the proclamation of the gospel. They share with the Bishop in the oversight of the Church, delighting in its beauty and rejoicing in its well-being. They are to set the example of the Good Shepherd always before them as the pattern of their calling. With the Bishop and their fellow presbyters, they are to sustain the community of the faithful by the ministry of word and sacrament, that we all may grow into the fullness of Christ and be a living sacrifice acceptable to God

## **Specific**

### **13. Role context and any other relevant information**

#### **Parish role and person specification:**

We are seeking a Team Vicar who will journey with us in faith; hold, guide and support us, as we embrace the challenges and opportunities to be more Christlike in the community.

With the Team Rector and the PCC, the Team Vicar will work to:

- develop and promote the vision of the benefice
- lead us into deeper spirituality
- grow the church through new forms of worship and witness

- listen to, and enable more connections with, the local community and under-represented groups
- encourage commitment and give support to initiatives that help us to care for the local environment and the wider planet

We are seeking a Priest who is:

- an effective communicator;
- a team player who also works collaboratively;
- is empathetic, kind and encouraging;
- is friendly and approachable; meets people where they are now;
- Is an effective listener; prayerful and considerate;
- is enthusiastic to see growth both in number but also in faith;
- Is sympathetic to, and embraces varying styles of worship, from the traditional to a more relaxed style of all age service;
- and blessed with a sense of humour.

What we can offer you;

- a warm and welcoming church family;
- a desire to grow in faith;
- an emerging recognition of the need for change;
- ongoing and active support from our Archdeacon, Rural Dean, Team Rector, Curate, retired clergy and emerging lay leaders;
- all churches in a good state of repair;
- sound finances with resources to support new initiatives;
- a beautiful part of the world to live in;
- a spacious and attractive home;
- good and outstanding primary and secondary schools in the parish;
- excellent administration support;
- a supportive and active PCC;
- enthusiasm and optimism for the future.

**14. Benefice summary:** Please see Benefice profile for details.