

Hermitage Team Rector

SECTION ONE: DETAILS OF POST

Role title:	Team Rector
Type of Role:	Full time stipendiary
Name of benefice:	Hermitage
Episcopal area:	Diocese of Oxford
Deanery:	Newbury
Archdeaconry:	Berkshire
Conditions of Service:	Please refer to Statements of Particulars document issued in conjunction with this role description
Key contact for Clergy Terms of Service:	Associate Archdeacon of Berkshire
Accountability:	This role falls within the Clergy Terms of Service formally known as Common Tenure. The Associate Archdeacon of Berkshire is the designated person by the Bishop of Oxford to issue the Statement of Particulars for the post holder. Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the Archdeacon and Churchwardens about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry.
Additional Responsibility:	N/A

SECTION TWO: CONTEXT

Wider Context

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

In the last few years, a common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be: a more Christ-like Church for the sake of God's world; contemplative, compassionate, courageous.

Together we have identified five focus areas:

- Serving our schools, children and young people.
- Christian formation and discipleship.
- Growing new congregations.
- Addressing poverty and inequality.
- Environmental Action.

These are not a description of everything that we do and will not all be reflected in the vision for each parish church, but these priorities are being supported centrally by resources and training.

Reading Area/Berkshire

Working alongside the Bishop of Oxford are three area bishops who exercise considerable strategic and pastoral oversight for their areas. The Bishop of Reading is the Rt Revd Olivia Graham who has been the Area Bishop since 2019 and who is due to retire in September 2024. The Bishop heads up the Berkshire Area Team with Stephen Pullin, Archdeacon of Berkshire; Liz Jackson, Associate Archdeacon; Nicholas Cheeseman, ADO; Kathryn Aboud, Discipleship Enabler/Youth Adviser and Rhodri Bowen, Parish Development Adviser.

It is hoped that clergy appointed into the Archdeaconry of Berkshire will want to commit to our diocesan vision and supported by the Area Team, encourage their benefices to share in becoming a more Christ-like church for the sake of God's world.

SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

General:

- A. To exercise the cure of souls shared with the bishop in *this benefice*¹ in collaboration with colleagues, including the praying of the Daily Office, the administration of the sacraments and preaching;
- B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including;
 - Bringing the grace and truth of Christ to this generation and making him known to those in your care.
 - Instructing the parishioners in the Christian faith.
 - Preparing candidates for baptism and confirmation.
 - Diligently visiting the parishioners of the benefice, particularly those who are sick and infirm.
 - Providing spiritual counsel and advice.
 - Consulting with the Parochial Church Council on matters of general concern and importance to the benefice.
 - Bringing the needs of the world before God in intercession.
 - Calling your hearers to repentance *and declaring in Christ's name the absolution and forgiveness of their sins*².
 - *Blessing people in God's name*³.
 - Preparing people for their death.
 - Discerning and fostering the gifts of all God's people.
 - Being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.
- C. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ.

¹ This may need adaptation to Team or post, depending on circumstances

² This may need deleting for Deacons

Key responsibilities specific to the local situation

- Oversight and leadership of activity that serves God’s mission in and around our villages and a move towards our vision, supporting us as we build strategy.
- Encouraging, enabling and supporting your ministry team and lay leadership team: building strong working relationships within a culture of trust; valuing, recognising and releasing skills; generously distributing leadership and holding to account.
- Enabling and overseeing the coordination of good pastoral care, building on the experience of those who are already faithfully engaged in this work.
- “Holding the space”: allowing voices with different views to be listened to, respected and valued.
- Encouraging and nurturing an outward facing church focussed on mission to all ages.
- Being present amongst us as a church and in our wider communities.
- One of our first jobs together will be the recruitment of our closest colleague: the Team Vicar. We were well advanced in the recruitment process for this role before the announcement of the early retirement of our Team Rector.

The key responsibilities listed above may be supported by long and short-term objectives to be agreed between the post holder and the incumbent (in the case of an assistant priest).

Other responsibilities

- Participate in the Bishop’s Ministerial Development Review scheme and engage in continuing Ministerial Development.
- Carry out any other duties and responsibilities as required in line with the benefice needs.
- Take care for their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies.

SECTION FOUR: BENEFICE SUMMARY

Benefice: Hermitage Team,

Patron(s): Team Ministry Patronage Board, Incumbent of Thatcham, Newbury

PCCs: St Mark Cold Ash; St Mary & St Nicholas Compton; St Mary East Ilsley; St Mary Hampstead Norreys; Holy Trinity Hermitage; St Frideswide Frilsham; St Peter & St Paul Yattendon.

Churchwardens: 10 churchwardens in office.

Ministers: 3 LLMs and 4 PTOs.

Benefice paid staff: employed administrator.

Benefice unpaid staff/ volunteers (numbers): most of those in our congregations volunteer in various capacities to support the work of the benefice.

Buildings: 7 churches and a school house (Compton).

Churchyard(s): 1 at Yattendon and 2 at Frilsham.

Resolution A,B,C: N/A.

Church Tradition: Broad/central.

Pastoral Reorganisation proposals: None.

Appendix 2

Person Specification

Character

Someone who:

- Is secure enough in themselves and their ministry to give their role away: generously distributing leadership, affirming others and gently holding to account.
- Notices where God might be at work across our community and actively responds.
- Values opportunities to build relationships whenever and wherever possible and is outward facing, able to lead us in evangelism and outreach.
- Bases their ministry in biblical understanding as well as opening the Bible to others.
- Is prayerful. It may sound obvious, but we are seeking someone who has confidence in who God is and their place in His plan and who lives out that life of trust.
- Is flexible and versatile in the context of village communities and church cultures.
- Is passionate about others' discipleship and vocation.
- Is sensitive to the needs of others, emotionally intelligent and comfortable "holding the space".
Is an encourager.
- Will live out the gospel incarnationally in our benefice, be a visible presence and who is able to work with all ages, especially helping us in our mission to children and young people.

Qualifications/Training

Essential

- **Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises.
- **Have satisfactorily completed Initial Ministerial Education.
- Up to date Safeguarding Training.

Desirable

- Pioneer Ministry.
- Fresh Expressions Training.

Experience

Essential

- Positive and fruitful working relationships with volunteer colleagues.
- Community focussed, missional activity.

Desirable

- Working in rural communities.
- Working with school communities.
- Positive and fruitful working relationships and management of stipendiary/paid colleagues.

Skills and Competencies

Essential

- Change management.
- Forges good relationships.
- Embracing conflict as a positive indicator of change and dealing with this gently.

Other

- Recognises the high priority of good Safeguarding practices and promotes these amongst all they work with in accordance with the benefice Safeguarding Policy.