



## Parish Ministry Development Officer in Croydon Episcopal Area of the Diocese of Southwark

### Preamble

*This half-stipend post is held concurrently with the post of Team Vicar (Pioneering) at St Christopher's in the Warlingham with Chelsham and Farleigh Team Ministry. Housing will be provided within the Team.*

### The Post

The Diocesan Vision sets out our shared vision for a future in which we will see:

- growing churches, new worshipping communities and new Christians
- deepening discipleship: engaged, prayerful and informed Christians
- growth in vocations to existing and new ministries
- generous giving and prayer supporting all we do
- justice and peace built up, and violence challenged, in our local and global community
- a shared commitment to the integrity of creation
- a church for all which reflects our diverse community in membership and leadership.

Across a varied diocese, that vision will be worked out in different ways in different places. The Croydon Episcopal Area comprises seven deaneries and about a hundred parishes stretching from Norbury in the north to the edges of Gatwick Airport in the south. The area covers the London Boroughs of Croydon and Sutton, three parishes in Bromley and a significant part of Surrey: Tandridge, the majority of Reigate & Banstead and a few parishes in Mole Valley. The Croydon Episcopal Area Office is in Croydon. It includes some of the most, and least deprived areas in the country, with many in the middle ground of suburbia.

This post is a crucial part of the delivery in the Croydon Area of the diocese's mission and strategy. If the churches of the Area are to grow and flourish, they will need to reflect on their life and mission, and learn the skills of managing change and developing new ways of worshipping God and serving God's world. Parish ministry development in this context, and across the wide variety of social and economic settings of the Area, will be an exercise in discernment and prayer as much as strategy and planning.

### Responsibilities

You will be responsible for working with clergy and parishes to encourage effective mission and the management of change. This will include:

1. To support and enable missional culture in parishes particularly where the Incumbent wants to work towards a culture that enables the Five Marks of Mission but is experiencing challenges from key people.
2. To work with the bishop and her staff team to develop a definition of what missional culture is that can then be shared across the Episcopal Area.
3. To work with churches in interregnum who have a missional culture, or have the potential to have a missional culture, on their MAP so that they know the kind of missional leader they need to recruit. To liaise with the relevant Archdeacon to ensure the MAP work goes into the Parish Profile and in particular the role and person specification.

4. To respond efficiently and effectively to requests from parishes for support with their MAPs - these requests may come directly or via the Mission Team at Trinity House.
5. To explore in collaboration with the Director of Mission and the Director of Discipleship, Lay Ministry and Continuing Ministerial Education what other support can be offered to clergy in developing missional leadership.

### **Person Specification**

The person appointed will:

- be an ordained member of the Church of England with significant experience of parochial ministry in the Church of England;
- be confident in their own spiritual and ecclesiastical tradition, and be committed to the flourishing of parish life in the Diocese of Southwark in parishes of vastly diverse theological, social, ethnic and cultural perspective;
- passionate about encouraging parishes to be living out the Five Marks of Mission;
- enjoys speaking about their faith and is able to encourage others to do so;
- has excellent relationship building skills, able to build relationships with people across the spectrum of church style and theology;
- experience of addressing difficult issues and bringing about culture change in parishes;
- be an excellent team player with good facilitation skills;
- be committed to the development of new lay ministries in the church;
- be highly motivated, self-aware and confident of the mission of the Church of England;
- be hardworking and flexible, working with colleagues responsible for other aspects of mission in the diocese;
- confidence in using ICT as an educational resource is essential;
- has good organisational and administrative skills, able to juggle the various demands of the role alongside the parish role;

### **Terms and Conditions**

- Expenses of office will be met in full.
- Travel throughout the Area will be required, including at weekends and evenings.
- Hot desking space and meeting facilities are available at the Croydon Episcopal Area office in Croydon.

### **Accountability**

You will be accountable to the Bishop of Croydon, supervised by the Archdeacon of Croydon who will meet with you regularly (at least quarterly) to review, preview and evaluate work done and priorities set in the Episcopal Area. You will also have occasional meetings with the Area Bishop and be invited from time to time to the Area Staff meeting to give a progress update.

You will liaise with the Diocesan Missioner to keep clergy and parishes informed of developments and resources for mission, and work together with the Diocesan Mission Team.