

ASSOCIATE VICAR / MINISTER

Leadership Development and Discipleship Growth

Ephesians 4:11-13

Christ gave the apostles, the prophets, the evangelists, the pastors, and teachers, to **equip his people for works of service, so that the body of Christ may be built up** until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

An exciting time to join the team

St Mary's is a church with a wide draw and a current electoral roll of over 550, but there is much to be done as we seek to grow in every area of church life, deeper as well as wider. At the centre of our life together is our desire to make disciples empowered by the life of the Spirit who witness to the reality of God's coming Kingdom in Jesus Christ. Charismatic, Evangelical, and orthodox in theology we want to learn how to remain faithful and pass on our faith to future generations. Rooted in our parish as an Anglican church for over a thousand years we want to be a blessing to our local community and region as we reach out in mission to and from Reigate.

Once again, the church is entering a new season of ministry and life. The last decade has seen much positive change as we have reordered and renewed our buildings, refocused our vision, travelled together through covid and are currently involved in church planting in Merstham nearby with support of an SDF bid. It is an exciting time as God is bringing together a new staff and leadership team with energy, gifting, and unity.

As a senior leader, we are seeking God's person able to play an **energising and coordinating role** in the life of our church, naturally able to bring **self-discipline** and **cohesion** to many of our projects and teams, to provide **co-ordination, support, and motivation** to those involved, and to help people **discover and develop their gifts**, enabling us to **implement and fulfil our vision** to see God change lives, families, and churches.

We are motivated by seeing people becoming mature **whole-life disciples** through reaching out to a world in need, drawing people into a new identity in Christ, creating a culture of discipleship, loving one another as family, and giving ourselves away for the sake of others.

Significantly it is increasingly important to us to place the **family unit** at the centre of our strategy to pass on faith to the next generation.

Alongside Richard, with his gifts for communication and his passion for creating a culture of discipleship, we are looking for an **action-oriented member** of the leadership team able to **develop and grow leaders** and **oversee our discipleship strategy**.

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Leadership Development and Discipleship Growth

PURPOSE OF ROLE

Senior leadership, Leadership Development and Discipleship Growth

To provide senior leadership, develop our leadership pipeline, and to oversee the discipleship pathway with particular oversight of family discipleship

KEY RESPONSIBILITIES

As a full-time member of the staff team, under the overall leadership of the Vicar, the key responsibilities will be:

Leadership Development

- To create and develop our **leadership pipeline** generating **training** opportunities, and offering **mentoring**, coaching and feedback to emerging leaders across all aspects of church life and enabling them to succeed
- To increase **engagement and participation** in church ministry and mission helping people and enabling everyone to **discern and use their Spiritual gifts**

Discipleship Pathway and Family Discipleship

- To help ensure that that each aspect of our **Discipleship Pathway** is effective and developing in line with our vision
- To oversee, develop and guard the **vision for family discipleship**, offering spiritual leadership and (along with others in the team) support to **parents** in the discipleship of their children.
- To help establish **parenting for faith** and discipleship within families enabling learning, reflection, and growth through training courses, events and workshops, mentoring relationships, and small groups
- To be responsible for our **overall strategy** for children and youth, developing a cohesive strategy with the team of children's and youth

workers, for working with under 18s and their families and to see this work flourish, grow and shared

- To **line manage** staff overseeing the teams of parents and members that work with children and young people in disciple-making and outreach.

Senior leadership and vision implementation

- To participate fully as a member of the **Senior Leadership Team** as we work together to see God change lives, families, and churches
- To play a key role in assisting the Vicar and the leadership team to **implement** the vision of the church and participating in the ongoing development of **strategic plans**, working in partnership with other staff and leaders to maximise our impact
- To participate in **PCC leadership**, sharing in agenda setting and chairing
- To manage teams and **line manage staff**

ADDITIONAL RESPONSIBILITIES

Ministry, safeguarding and administration

- To share in preaching, teaching, and leading **services** as part of the Senior Leadership Team, including occasional services - baptisms, weddings, and funerals
- To develop **partnerships** with others involved in developing a similar discipleship vision - locally and further afield - and to share our learning with other churches.
- To implement the **safeguarding policies** of the church, making sure that the Children and Youth Teams are fully trained and equipped in this regard.
- To liaise closely with the Operations Team to ensure all **administrative** requirements are in place to support our discipleship and leadership development
- To manage **budgets** as required, including the leadership development budget and overseeing the children's and youth budgets
- To undertake other duties as may be required from time to time by the Vicar

PERSON SPECIFICATION

Gifts and Skills

- **People oriented** you are energised in seeing people understand and use their gifts. You are skilled at recognising and nurturing the talent and potential of others, and as an **excellent listener**, you are naturally able to recognise the value that people bring to the table. Calm and good natured, you will be able to delegate tasks very effectively and encourage people to contribute to the team effort.
- **Outcome oriented** you will be someone is happy to challenge the team to improve. Your dynamism is infectious, and you are naturally decisive with a focus on achieving goals. You enjoy stimulating others and finding the best approaches for solving problems and are keen to avoid complacency.
- Your **interpersonal communication** is very strong, and you are able to communicate well with all kinds of different people, connecting and building positive relationships with people across the church and forming effective teams
- An able organiser and **skilled in overseeing teams**, setting and maintaining standards and expectations, you love to see teams work well and enjoy providing support and encouragement to keep people going.
- An **enthusiastic enabler** - flexible, diplomatic, and perceptive - you seek to build consensus and your natural relationship style helps everyone is functioning well as a unit while being able to encourage and release the gifts of diverse team
- An able **teacher and communicator** and sensitive leader of **worship**

Experience

- An **experience of leadership** and ministry sufficient to hold responsibility in a large church context. Mature, confident, and democratic with a focus on the overall objectives, you have often found yourself in leadership and management roles.
- Able to **lead teams** to high level you are happy to be chair meetings and keep projects on focus.
- Experience of working within a **complex, dynamic environment** in a leadership/oversight role and happy to take responsibility and guide groups or individuals in positive ways.

- **Systematic and task-oriented** in your approach, you have often been invaluable in moving work forward in a strategic way.
- A good understanding of **family discipleship** and **parenting for faith** and how to implement this in church life
- A **spiritual maturity** and experience of putting faith into practice
- Experienced and comfortable with **leading worship** in different settings.
- A willingness and ability to manage difficult situations and **conflict** •
Theologically astute and **spiritually mature**

Temperament

- An emotionally **mature, wise, and resilient** Christian leader who combines energy and enthusiasm with inner emotional security
- Keen to see good ideas turn into concrete action you will be someone who likes to **get things done**. You make plans to achieve goals and move things forward.
- **Positive** and expectant, you see obstacles as exciting challenges and tend to have the courage to push on when others feel like quitting, sometimes even thriving under pressure.
- **Reliable and loyal**, you are likely to be disciplined and determined, able to work systematically and efficiently in a well organised manner.
- Able to build **strong relationships** with high emotional intelligence
- A mature **understanding of people** and their motivations
- A supportive **team player** and collaborative worker, comfortable working with some direction towards a common goal
- **Servant hearted** and hard working
- **Flexible** and able to adapt and change practices and processes in a changing environment

Spiritual life and Theological Conviction

- A mature and growing disciple of Jesus Christ, committed to their own **spiritual formation** and devoted to growing in prayer and spiritual disciplines, eager to know Christ more and to grow in grace, obedience, and Christlikeness.

- A leader passionate about engaging deeply with **scripture** and committed to an ongoing experience of the renewing work of the **Holy Spirit**.
- A passion for Jesus' **church** and committed to enabling others so that the church grows as a missional community of disciples who worship God with their whole lives
- An intentionality about living a life of **mission** and making Christ known to others
- **Evangelical and orthodox** in theology and ethics with a generous and gracious heart
- Pleased to work in a **Charismatic Evangelical Anglican** setting

POST DETAILS

This is a full-time job open to an **ordained minister or lay person**. The hours and terms and conditions will depend on whether the successful candidate is ordained or lay.

***Genuine Occupational Requirement**

This role is a senior role within the life of St Mary's and the postholder will be a core part of the senior leadership of the church. As such they will not only be representing the ethos of the Church, but also helping us to develop and progress our religious goals and ambitions. Due to the significance of the profile and position of this role within the life of St Mary's Church, and in accordance with the Equality Act 2010, it is a genuine occupational requirement that the post holder is a practicing Christian, and we would expect them to adhere to our values as a church.

Pay and Pension

If ordained, the post will be held under common tenure and will be paid according to the appropriate pay scale for Incumbent Clergy within the Diocese of Southwark, including pension contributions. This will form the basis of the salary package if the successful candidate is not a member of the clergy.

Housing

Housing is available in the Parish close to the church centre. An attractive 3/4 bedroomed house in Reigate.

Terms and conditions, working week and leave

For a clergy appointment, in line with clergy guidelines and practice, the role will be based on a six-day working week. For a lay person, full-time is a 5-day working week.

Annual leave is six weeks a year, plus bank holidays, to be taken at times agreed with the Vicar.

Line Management

This post is directly accountable to the Vicar, Rev Richard Wilson and through him is answerable to the Churchwardens and PCC. Attendance at PCC meetings is required.

If ordained, the Associate Minister will be Licensed by the Bishop of Croydon to the parish and will participate in the Diocese of Southwark's ministerial review scheme. A developmental review will take place with the Incumbent after the first six month's probationary period and, thereafter, annually.

Safeguarding

Conditional offers will be made pending the successful completion of an **enhanced DBS check** which will be processed by the Diocese.

General Information and Communications

Further information about St Mary's Reigate can be found on our website **www.stmaryreigate.org** including details about activities mentioned in this Profile

Any requests for information should be addressed to the **Vicar - Richard Wilson**.
richard.wilson@stmarysreigate.com | 07875959339

Applications to be made through **Pathways**.

Timeline

The deadline for applications is **midnight, Sunday 14th January 2024** and shortlisting will take place on 22nd January. The parish visit will be on **Monday 5th February** and the interviews on **Tuesday 6th February 2024**