

Role Description: Benefice of Berwick Holy Trinity & St Mary

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: Vicar of Berwick Holy Trinity & St Mary
- 2.2 Name of benefice: Berwick Holy Trinity & St Mary
- 2.3 Patronage: (1 & 2) The Bishop (3) Chapter of Durham Cathedral
- 2.4 Deanery and archdeaconry: Norham; Lindisfarne
- 2.5 Initial point of contact on terms of service: The Archdeacon of Lindisfarne

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 pastoral care, occasional offices and leading of regular public worship in the parish of Berwick Holy Trinity & St Mary, including developing prayer and worship opportunities for those unfamiliar with the traditional Anglican services, whilst maintaining the current forms based on a strong musical and liturgical tradition
- 3.7 To be a visible and involved presence in the benefice and to take an active interest in local and civic matters as they impact on local communities, recognising and adapting to the diverse demographic needs in the town.
- 3.8 To help lead and nurture new and deepening collaborations between clergy and laity so that the gifts and skills of all develop, and new vocations to a variety of ministries emerge.
- 3.9 To work pro-actively in Norham Deanery Chapter and Synod, maximising the positive impact of formal and informal links with stipendiary, self-supporting and active retired clergy and playing your part in the implementation of the deanery plan for mission and ministry.
- 3.10 With the PCC, to develop an action plan for the benefice to enable the growth of the local church in numbers, spiritual depth and missional engagement, developing ways for those interested in exploring faith to learn more about the Gospel and respond to its message
- 3.11 To review with the PCC the existing activities with children, young people and their families – including schools work - and to develop and lead new styles of effective engagement, including suitable acts of worship.
- 3.12 To create opportunities for parishioners to explore the scriptures in small groups and to develop in their Christian knowledge and practical discipleship.
- 3.13 To stimulate the PCC to develop the use of their buildings so that they better serve the needs of their local communities.
- 3.14 To guide the lay pastoral care team in supporting, jointly with the clergy, those in need of help, welcoming newcomers and nourishing the faith of those already part of the established congregation.
- 3.15 To continually access fresh resources for ministry, to engage in the diocesan programme for Continuing Ministerial Development and to take time to develop personal spirituality.

Key contacts and relationships

4.1 Generic

- a. The Bishop of Newcastle, the Bishop of Berwick and the Archdeacon of Lindisfarne;
- b. The Churchwardens and the Parochial Church Council;
- c. Norham Deanery Chapter and Synod;
- d. Diocesan support staff including Safeguarding, Generous Giving and Vocations teams.

4.2 Specific

- a. Local schools: especially the two church schools, St Mary's First School; Holy Trinity First School.
- b. Local care homes.
- c. Local Scouts, Air Training Corps and Berwick Youth Trust.
- d. Berwick Town Council, and Berwick Guild of Freemen.
- e. Ecumenical partners in the local Catholic, Baptist and Church of Scotland, Methodist and Salvation Army communities.

4.3 Supportive

- a. The Archdeacon of Lindisfarne
- b. The Area Dean, Lay Chair and colleagues in the Norham Deanery
- c. Work consultant, coach or spiritual director.

5. Role Context

Berwick lies in a unique position on the border between England and Scotland, over 50 miles from the major population centres of Newcastle and Edinburgh and offering all the attractions and benefits of a market town. Situated on the East Coast Mainline and the A1, communications North and South are very good. It is close to coastline of outstanding natural beauty and the pilgrimage sites of Holy Island and Bamburgh, as well as having its own rich history and heritage as a town. The congregation reflects in some ways the diversity of the town in that it is largely white British and comprises both 'Berwickers' and 'incomers' but it is in other ways unrepresentative in that it is predominantly made up of older generations. A challenge for the new vicar will be to hold together the existing diversity whilst generating a drive towards facing outwards in mission and growing younger and more diverse.

The church has a strong catholic choral tradition: honouring and sustaining this will be important alongside developing a diversity of worship for a diversity of worshippers.

The schools are currently undergoing re-organisation from three-tier to primary and secondary, so focus on supporting them, particularly as the high school (Berwick Academy) seeks to sustain recent improvements, will be important for relations in the town as well as for mission opportunity. Growing links across the town, in the housing areas further from the church is important. Civic and ecumenical relations offer rich opportunities for collaboration and community engagement.

The church's eco group is active, and plans to install solar panels – planning permission has been granted and a faculty for the work is expected soon following approval by the Diocesan Advisory Committee.

The PCC has agreed the following priorities for 2024 onwards:

- Develop prayer and worship opportunities for those unfamiliar with the traditional Anglican services, while maintaining the current forms based on a strong musical and liturgical tradition
- Develop a strategy for reaching out to children, young people and families and establish and guide a team of volunteers from the congregation to help implement the strategy
- Guide the lay pastoral care team in supporting, jointly with the clergy, those in need of help, welcoming newcomers and nourishing the faith of those already part of the established congregation
- Develop opportunities for those interested in the Christian Faith to learn more about the Gospel and respond to its message

6 Benefice summary as at time of compilation

Number of parishes	One
Churches and listing	Holy Trinity, grade I listed
Parsonage	1990s detached house adjacent to church
Other buildings	Parish Centre
Churchwardens	Four
Ministers (including local ministry)	One Reader (PTO) Currently six active retired clergy The parish has been used as a training post for a curate
Population	4,592
Usual Sunday Attendance	118
Parish Share offered (2023)	£55,300, paid in full
Resolution under the House of Bishops Declaration on the Ministry of Bishops and Priest?	No
Church tradition	Catholic
Pastoral Reorganisation Proposals	None
Outreach/service to the wider community	Strong links with the local church schools Links with local care homes The church has an active role in the civic life of the town. Strong links with the armed forces Parish centre is used by local community groups Events for the community held in church Church members are involved in a variety of local groups.
Business element	Income from hire of Parish Centre
Ecumenical links	Member of Berwick Churches Together

7 Review

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