

## **ROLE DESCRIPTION**

### **Diocese of Carlisle**

Role description signed off by: Archdeacon of West Cumberland

Date: January 2024

To be reviewed next on March 2025

#### **1. Details of post**

Role title (as on licence): Full-time Mission Community Leader and Priest-in-Charge - Living Waters Benefice\*(Allonby, Aspatria, Crossscanonby, Dearham, Gilcrux and Hayton)

Name of benefice: Pastoral reorganisation is planned to unite two Benefices and the successful applicant would initially be appointed as Priest in Charge of Allonby, Crossscanonby and Dearham and Priest in Charge of Aspatria with Hayton and Gilcrux.

Archdeaconry: West Cumberland

Deanery: Solway

Mission Community: The Mission Community incorporates the Anglican and Methodist Churches in Maryport and Flimby in the South, the Solway Plain group of rural parishes to the North and Wigton with Thursby in the East.

Initial point of contact on terms of service: Liz Howson

#### **2. Role Purpose**

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

#### **3. 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.

## **4. General**

### **4.1. 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.

### **4.2. 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.

### **4.3. 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.

### **4.4. 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

### **4.5. 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.

### **4.6. 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. To adhere to the Social Media Guidelines and Policy.

### **4.7. 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.

#### **4.8. 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.

#### **4.9. 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.

#### **4.10. 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).

#### **4.11. 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.

#### **4.12. 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.

#### **4.13. Priestly Ministry**

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.

### **5. Specific – Role Context and Relevant Information**

- lead the Mission Community:
- being a leader in mission, fulfilling the Great Commission to make disciples of all nations, working with us to spread the Gospel
- being a strategic leader and an effective collaborator

- not necessarily doing everything yourself, but enabling it to be done using the gifts and skills of the whole church
- having an ecumenical focus, working alongside other denominations to present a united Christian witness in our parishes
- developing fellowship within the churches of the new benefice and generally helping them to come together
- reaching younger people, particularly through schools and youth work
- broaden the age-range of congregations, perhaps through introducing youth-friendly worship
- as part of a general support for our schools, having a particular focus on supporting the governance of Crosscanonby CE Primary School as the only Church school in the benefice
- developing a pastoral care team to address those feeling isolated
- building links with the wider Mission Community
- developing Fresh Expressions and imaginative forms of mission
- helping us to deepen our discipleship, particularly through home groups, Bible study and prayer
- Working effectively with our pioneer curate, Matt, both as training incumbent and colleague

## **6. Benefice summary:**

Parish(es): Aspatria, Hayton and Gilcruix and Allonby, Crosscanonby and Dearham.

Patron(s): Allonby, Cross Canonby and Dearham: Team Rector of the Solway Plain, Dean & Chapter of Carlisle and Bishop of Carlisle jointly  
Aspatria, Hayton and Gilcruix: Bishop of Carlisle

Licensed ministers (clergy and lay): 1 x Self-Supporting Minister, 5 x clergy with Permission to Officiate, 1 x Network Youth Church and one licensed Reader

No of Churchwardens: 10

Buildings: 6

Church schools:1

Parish offer: £63,705