

## ROLE DESCRIPTION

### Diocese of Carlisle

Role description signed off by: Archdeacon of Westmorland and Furness

Date: 10<sup>th</sup> October 2024

To be reviewed next: At first MDR

#### Details of post

Role title (as on licence): Priest in Charge (House for Duty)

Name of benefice: Aldingham and Dendron and Rampside and Urswick.

The postholder will also have particular responsibility for the parishes of Bardsea and Pennington and as such will also have a licence as Associate Priest for the Benefice of Pennington and Lindal with Marton and Bardsea.

Archdeaconry: Westmorland and Furness

Deanery: Furness

Mission Community: Furness Mission Community

Initial point of contact on terms of service: Liz Howson

#### Role Purpose

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

#### Safeguarding

***The Diocese of Carlisle is committed to safeguarding children, young people and adults and our aim is to create protective and supportive environments where all people, and especially those who may be vulnerable, are able to worship and pursue their faith journey in safety.***

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.

## **General**

### **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.

### **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.

### **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. 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

### **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.

### **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.

### **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.

### **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.

### **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.

### **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).

### **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.

### **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.

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.

### **13. Mission Community**

Mission Communities are the confirmed Diocesan Strategy aimed at enabling the local Church to Thrive and to grow, it is expected that all parish clergy contribute actively to the wider Mission Community. In time terms this should be at least one day a week (pro rata for

part-time clergy) and may include leading on a particular area of Mission Community life such as Evangelism and Christian Nurture.

### **The Six Features of Mission Communities**

By the same token there are six features of mission communities which are central to growth, regardless of size, shape or locality. To flourish our mission communities, we are being asked to focus on:

- 1) establishing patterns of prayer.
- 2) encouraging the discipleship and spiritual growth of all Christians.
- 3) exciting vocations to make the most of the ministry gifts with which God has endowed all his people.
- 4) stewardship of our gifts to resource the Church's mission.
- 5) operating effectively together without creating additional layers of governance.
- 6) enabling collaborative mission at local level.

### **14. Church Schools**

The expectation is that the incumbent helps to promote and actively support the work of the Church Schools in this Benefice, promoting a good relationship with the school community, which is a key element of the Growing Younger Strategy.

### **15. Benefice Specific**

The core elements of the practicalities of the new role are perceived to be:

- Has a deep reliance on the empowering love and grace of God, personal prayerfulness and grounding in the Scriptures
- Leadership of the four PCCs (though not necessarily chairing each meeting of them all!)
- Leadership of the team of one Distinctive Deacon and eight authorised lay ministers/worship leaders
- Developing and coordinating a system of pastoral care across the Low Furness Churches
- Coordination of the Worship pattern across the five worship centres (4 churches and Rampside Village Hall)
- Working with colleagues across the Furness Mission Community to develop effective ecumenical networks of mission and outreach
- Being out and about in the community being visible and approachable
- Average Working hours: Sundays and two days per week

- Is passionate about mission and outreach to people of all ages and backgrounds
- Is a team worker who values and respects the ideas, insights and abilities of others
- Shows evidence of ability to draw people closer to God, and to grow disciples
- Enjoys a variety of styles of worship and church traditions
- Loves and understands people, and is an excellent communicator, preacher and teacher
- Listens to the Holy Spirit, and will help us to discern and implement a strategic vision and way forward
- Is able to discern gifts and vocations, and has experience of encouraging, equipping and mentoring lay ministers
- Is committed to engaging with local communities, organisations and schools\*.
- Works creatively with children and young people
- Committed to personal learning and growth, and participate in ongoing training and support

\*There are two Church of England Primary Schools – Low Furness CofE Primary and Pennington CofE Primary.

Parish	PCC	Electoral roll	
ARD	8	84	
Urswick	7	24	
Bardsea	6	31	
Pennington	8	18	