

ROLE DESCRIPTION - Diocese of Carlisle

Role description signed off by: Archdeacon Stewart Fyfe

Date: 25th March 2024

To be reviewed next: At first MDR

Details of post

Role title (as on licence): Rector

Name of benefice: Workington

Archdeaconry: West Cumberland

Deanery: Solway

Mission Community: Workington

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.

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. Specific

Person Specification

Essential:

- Deeply grounded faith in Christ and able to lead in mission drawing on the liberal Anglo-Catholic traditions of worship, prayer and liturgy
- Prayerful
- Collaborative, energetic and empowering as a leader
- Committed to social engagement and civic partnership as part of the Church's mission
- Significant experience in a leadership role
- Enthusiastic about preaching and conveying the message of the Gospel in a way relevant to all
- Actively encourage the deepening of faith of others, of all ages
- A heart for children and young people
- Pastoral, empathetic and approachable
- Committed to warm, ecumenical relationships
- A sense of humour

Desirable:

- Previous experience at incumbency level
- Functional skills in digital and social media
- Experience of schools or chaplaincy ministry
- Committed to the green agenda and Eco Church
- Enjoyment of/participation in music

Benefice summary:

See Benefice profile for details.