

ROLE DESCRIPTION

Diocese of Carlisle



Role description signed off by: Archdeacon of Westmorland and Furness

Date: May 2025

To be reviewed next on At First MDR

1 Details of post

Role title (as on licence): Associate Minister (part-time)

Name of benefice: Western Dales

Archdeaconry: Westmorland and Furness

Deanery: Kendal

Mission Community: Western Dales

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.

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.

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, electronic 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 for an FTE post and may include leading on a particular area of Mission Community life such as Development of Lay Ministry.

14) Church Schools.

The expectation is that the Associate Minister 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 County growing younger strategy.

Specific

Set in the beautiful landscape of the Yorkshire Dales National Park, this role will involve working closely as part of a wider ministry team to help discern God's work in this place, and to help grow the local church together. As a WDMC wide post, the Associate Minister will experience leading worship across the twelve churches and chapels of the Western Dales.

Key responsibilities include:

- Leading Sunday worship across our churches and traditions, through the celebration of Holy Communion, and taking Services of the Word.
- Engaging in pastoral care of those in our community.
- Assisting with baptisms, weddings, and funerals (as working hours permit).
Working creatively with the wider ministry team on special outreach opportunities and events.
- to foster good connections with the local farming and rural community.
- As a part time role, the minister is expected to work three days a week, including Sundays. A general pattern to be agreed with the Mission Community Leader, although allowing for flexibility to adapt to the church's calendar.

4 Role context and any other relevant information

This role is ecumenically funded.

5 Benefice summary:

Parish(es): 2

Patron(s): 3

Licenced ministers (clergy and lay): 5

No of Churchwardens: 10

Buildings: 8

Population: 3,500

Church schools: Dent CE Primary School

Usual Sunday Attendance: 160 across all churches

Parish offer: £65,525 (Benefice), £129,695 (Whole Mission Community and Grants)