

# St Herbert, St Elisabeth & St John

## Associate Priest **role description**

### Introduction

As neighbouring parishes, located on the south east side of the City of Carlisle, the Parishes of St Herbert, Elisabeth, St John are home to a mix of residential areas, springing up initially to accommodate the 19<sup>th</sup> century expansion which characterised Carlisle's industrial boom years, followed by a second phase of building in the post war years to accommodate a growing population. Together with Upperby Methodist Church they form **Carlisle South Mission Community** who have covenanted together (as part of the overarching Diocesan **God4All vision**) to work collaboratively to share leadership, resources and mission for greater local impact

Centred within walking distance or a short bus ride from the centre of the city, the **parish of St Elisabeth's Harraby** serves a growing and diverse community living in a mix of largely post-war housing around Arnside Road and plays a vital role in local life by offering a place of prayer, outreach and mutual support, with a congregation that is ready to re-engage with its community and, with the support of its new Team Rector, is now energetically engaging with developing a new, forward looking mission action plan to focus its energies and discern God's purpose at this time.

Ten minutes walk to the west, the **parish of St John the Baptist serves** Upperby (originally a small village) and now a busy suburb on the edge of the town and bordering the River Petteril. Built in 1840, St John's now ministers to an urban parish with huge potential (and need) for new mission.

**Slightly further to the west, St Herbert with St Stephen** was built in the interwar period to house Carlisle's growing population. Today Currock is a largely residential area with easy access to the paths and cycleway lining the River Caldew and the countryside bordering the southern edge of the town

Given the 3 churches common spirituality, shared proximity and the high proportion of families and young people living nearby, the congregations and Bishop are keen to renew mission to these parishes through collaboration in prayer, mission and shared resources. Following the successful recent appointment of a new Team Rector, the appointment of an additional mission priest as Associate to the group is intended to bolster the 3 churches missional capacity, enabling the congregations to think creatively, pray ambitiously and focus their gifts effectively in order to reengage with their communities and regrow mission.

Appointed initially for a fixed term of 5 years, the candidate will be responsible for working with the Incumbent to discern opportunities for future growth across the three parishes (prioritising growing younger) take specific pastoral responsibility for the parish of St Herberts, and work with the Incumbent and PCC's to discern opportunities to plant a New Worshipping Community that can appropriately serve its context in ways that connect effectively to the landscape of the surrounding community as it changes and grows.

### 1, Details of Post

Role title (as on licence)	Associate Priest - Benefice of St Herbert with St Stephen; St Elisabeth Harraby; Upperby (held in plurality) with pastoral responsibility for St Herbert's, Currock
Deanery of	Carlisle Deanery
Archdeaconry:	Archdeaconry of Carlisle
Initial point of contact on terms of service	Archdeacon of Carlisle, Ven. Ruth Newton <a href="mailto:archdeacon.north@carlisle-diocese.org.uk">archdeacon.north@carlisle-diocese.org.uk</a>
Contact on terms of service	Liz Howson (Bishop's Office Administrator)
Local vision – The incumbent	Canon Edward Johnsen 01228 272 607 / 07544 808 789.
Duration	Funded for five years (with review at 2 years).
Accommodation	A Four-bedroom house adjacent to St Herbert's Church
Other	This post is funded through the Diocese of Carlisle's <b>Diocesan Investment Programme (DIP)</b> , aligned with <i>The Cumbrian Way</i> .

This post is an externally funded post, funded with support from the SMMIB and integral to our Diocesan DIP programme for church planting and church revitalisation. Along with all our revitalisation and planting projects, the revitalisation of St James will share in a set of common aims which we describe as –

1. **Growing Reach** (growing our contacts, profile and service in Upperby, Harraby & Currock)
2. **Growing through evangelism** (growing the number of new Christians and people exploring faith)
3. **Growing Missional Discipleship**
4. **Growing younger** (through planting a new contemporary congregation, probably in the school).
5. **Growing Leadership** (developing volunteer teams and as a planting curacy training church)
6. **Growing Generosity**
7. **Growing Collaboration** (working with Deanery partners to grow mission, discipleship and leadership)

Following review at 2 years, with extension to 2031 (five years total) this post is designed to increase the missional capacity, reach and impact of the three churches of St Elisabeth, St John and St Herberts as part of the wider Deanery strategy for regrowing the missional discipleship across all of our tradition and every part of this city.

## 2, Location

**Carlisle** is a settled cathedral city with a strong sense of local identity, shaped by long-standing communities and deep attachment to place. It is also experiencing gradual change, including increased social diversity, the presence of the University of Cumbria, and a small but growing refugee population.

The city benefits from:

- Excellent transport links (M6; West Coast Main Line)
- Easy access to the Lake District, Solway Coast, and Hadrian's Wall
- Good shopping, leisure, cultural, and heritage amenities

The role is based in **Currock**, an inner-urban area characterised by long-established working-class communities, high levels of social housing, and significant deprivation. **Upperby** shares many of these characteristics. **Harraby** is more mixed in character, with some improvement as a residential area and particular potential for community-building. Together, Currock, Upperby, and Harraby form a **priority missional context**: socially fragile, but with clear potential for renewed confidence, leadership, and discipleship rooted in long-term presence.

## 3, Role purpose

Working with the Incumbent, to work and develop strategy and capacity to position the churches of St Elisabeth, St John's and St Herberts for fruitful and sustained missional growth through deepening –

- Prayer
- Discipleship
- Multiplying leaders and
- Extending reach (through evangelism and service)

..in order to more fully reach the breadth of their communities and grow younger and more diverse in the name of Jesus, regrowing church and developing a new worshipping community.

#### To that end, the Associate Priest will –

1. Hold **pastoral responsibility for St Herbert’s**, with delegated authority for worship, pastoral ministry, and missional renewal.
2. Lead the day-to-day life of St Herbert’s, including worship and the chairing of the PCC, working collaboratively with lay leaders and the Ministry Team.
3. Hold **one or more delegated, mission-focused portfolios** across Carlisle South, enabling learning and confidence developed at St Herbert’s to be shared across the group with responsibility for one or more of the following (to be determined in discernment with the Incumbent)<sup>1</sup> -
  - Mission beyond the gathered congregation (working with work with the Diocesan Church Planting Enabler to discern opportunities to establish a new worshipping community)
  - Lay leadership development and discipleship
  - Ministry with children, young people, and families (working to discern and regrow the church’s missional presence in and with the neighbouring school and outreach to families, as part of our Diocesan commitment to growing younger)
4. Work with the Incumbent collegiately to support the revitalisation of the mission and capacity of St John’s, St Elisabeth & St Herbert’s as per the **7 outcomes** of the Diocese of Carlisle planting vision,
5. To work with local and diocesan partners to develop a long-term account of the sustainability of mission and ministry in the Parish, developing **giving, generosity**, sustainable patterns of worship and mission and developing lay leadership and vocations

#### 4, Accountability

As Associate Priest the post holder will be accountable to –

1. The **Incumbent, Carlisle South**
2. The **PCC of St Herbert’s**

As a SMMIB funded post, the role is structured around a series of growth outcomes with support from the Diocesan Church Planting Enabler, and local monitoring team, whom the Associate will work with to monitor progress, align support and share learning.

As a **DIP programme** (planting and revitalisation) post, the candidate will be expected to participate in the Diocesan Church Planting Learning Community (or equivalent) and other training/mission planning contexts, providing support to their leadership of and the successful delivery of growth in the local parishes.

#### 5, Key relationships

<b>Line Management</b>	The Incumbent, Benefice of St Herbert with St Stephen; St Elisabeth Harraby; Upperby (held in plurality)
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<sup>1</sup> The precise scope and balance between these delegated responsibilities will be **discerned collaboratively**, *reviewed regularly*, and shaped by the gifts of the post-holder, the needs of the parishes, and the developing priorities of the Carlisle South.

<b>Reporting</b>	Diocese of Carlisle DIP monitoring board The Diocesan Church Planting Enabler The PCC
<b>Key relationships</b>	Churchwardens & lay leaders The PCCs of St John's Upperby & St Elisabeth's Harraby Volunteers & Ministry teams The Archdeacon of Carlisle, Rural Dean and Lay Chair Schools & Community organisations South Carlisle Mission Community

## 6, Day to day responsibilities

<b>Ministry at St Herbert's</b>	<ul style="list-style-type: none"> <li>• Lead worship, pastoral care, and sacramental life</li> <li>• Preside at the Eucharist and preach regularly</li> <li>• Chair the PCC and support good governance</li> <li>• Undertake baptisms, weddings, funerals, and pastoral offices</li> <li>• Be visibly present in parish and community life</li> </ul>
<b>Revitalisation and Mission</b>	<ul style="list-style-type: none"> <li>• Discern opportunities for and to lead and facilitate growth through witness</li> <li>• Support parish renewal through developing congregational confidence, discipleship, volunteering and leadership</li> <li>• Integrate worship, witness, discipleship, and community engagement</li> <li>• Engage appropriately with local social justice concerns</li> </ul>
<b>Delegated Group-Wide Work</b>	<ul style="list-style-type: none"> <li>• Hold an agreed mission-focused portfolios</li> <li>• Share learning and good practice across the churches</li> <li>• Support collaboration across the parishes</li> </ul>
<b>Collaborative Ministry</b>	<ul style="list-style-type: none"> <li>• Work collegially within the Ministry Team</li> <li>• Participate in Mission Community life and diocesan learning</li> <li>• Work to lead or support planting &amp; establishing a New Worshipping Community (see Appendices).</li> </ul>
<b>Good Practice</b>	<ul style="list-style-type: none"> <li>• Maintain sustainable patterns of ministry</li> <li>• Uphold safeguarding and professional standards</li> <li>• Engage in review and ministerial development</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• To share with the Bishop and other Clergy in the cure of souls</li> <li>• To be a role model to the congregations in personal spirituality, prayer, holiness, and prayer;</li> <li>• To set a high standard in personal conduct, setting and maintaining appropriate boundaries;</li> <li>• To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy and other relevant legislation including safeguarding.</li> <li>• To renew and strengthen pastoral care capacity through training volunteers;</li> </ul>

## 7, Person Specification

- Educated to degree level or equivalent
- An ordained priest within the Church of England.
- Able to exercise pastoral responsibility for a parish
- Satisfactorily completed Initial Ministerial Education (IME 1 and 2)

## 8, Skills, experience & personal qualities –

Essential	Desirable
<ul style="list-style-type: none"> <li>• At ease leading sacramental, eucharistic worship</li> <li>• Willing to serve in a fixed-term, investment-funded role</li> <li>• Commitment to safeguarding and healthy boundaries</li> <li>• Experience of church growth;</li> <li>• Experience of ministry in estates or similar contexts</li> <li>• Proven track record of recognising and growing lay leaders</li> <li>• An enabler of the gifts of others</li> <li>• Emotional robustness and realism shaped by lived experience</li> <li>• Demonstrable heart for mission;</li> </ul>	<ul style="list-style-type: none"> <li>• A particular missional strength or specialism</li> <li>• Ability to communicate faith plainly and honestly</li> <li>• Capacity to support renewal in fragile contexts</li> <li>• Experience of collaboration and shared leadership</li> <li>• Commitment to social justice and community engagement</li> <li>• Cultural fluency, humour, and relational ease</li> <li>• Practical, contextual theological instinct</li> <li>• Experience of and commitment to developing youth &amp; schools' engagement</li> </ul>

## 9, 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.

## 10, Archdeacon's Comment

*Carlisle Deanery is in an exciting phase of missional renewal and realignment which, following prayer (and with the support of the Bishop's Leadership Team) has identified the estates surrounding the City of Carlisle as priority areas for mission and regrowth.*

*This post is a crucial element of this, and is intended to bring valuable intentional leadership, missional creativity and entrepreneurial energy to inspire and support the mission and worship of these precious congregations. Rooted in the conviction that parish ministry can be missional fruitful, we are committed to*

*holding together both the pastoral and missional strands of ministry as we work together, as clergy and congregations, to serve the communities of Carlisle South.*

*With a recently appointed incumbent (with significant pastoral and missional experience) and congregations anchored in prayer and looking to serve their communities, our prayer is that this appointment will be an important moment in the renewal of the witness of this group of churches.*

## **11, Induction**

All new appointees in the Diocese are required to undertake

- i). the diocesan induction programme which includes diocesan training for safeguarding children and vulnerable adults,
- ii). a course on presence and engagement in the context of other faiths.

## **Appendix 1.**

### **Ministry as a Parish Priest in the Diocese of Carlisle Expectations & qualities.**

#### **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. This will include being part of the Diocesan MDR process and to take advantage of training offered by the Diocese.

## **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.<sup>4</sup>

### **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.

## **Appendix 2.**

### **Church planting, revitalisations and New Worshipping Communities.**

With the development of *The Cumbrian Way*, the Diocese of Carlisle is excited to introduce a new programme to pilot programme of church planting and revitalisation as the next step of our shared mission across Cumbria.

Rooted in a desire to see every person encounter the love of Christ, the Cumbrian Way is the next part of our God for All strategy which is intended to ensure a relevant, missional expression of church within reach of every person in our region. Our church planting programme is a critical part of this and includes work to support -

- The planting of new churches

- The revitalisation of churches in key, strategic contexts
- Planting new congregations
- Planting new worshipping communities.

During this pilot phase we are working hard to encourage experimentation. St Herbert's is intended to feature in this, our hope being that with the appointment of a new team (the Incumbent + Associate) we are able to revitalise the mission of the existing congregation and establish one new worshipping community or congregation in Carlisle South. A key part of the Associate's role will be (working with the Incumbent, Congregations and other local partners) to discern where and what forms this might take.

In other places this has included -

- Planting a new programme of worship and discipleship in a care home
- Establishing an after school congregation (building on schools work to engage families)
- Launching a new all age tea-time congregation using Messy Church and film to engage with new people, introduce them to faith and form them as disciples
- Introducing a new congregation in another part of the parish or using a new form of worship in order to reach new people, introduce them to Jesus and form their discipleship.

Currently we have pilot projects underway in Barrow and Carlisle.

Each New Worshipping Community or Plant is shaped by its context, seeking to be accessible, relational and evangelistic and rooted in worship and discipleship, enabling us to

- Reaching new people, particularly those who may not connect with traditional church patterns
- Encouraging innovation and flexibility in worship and mission
- Strengthening existing parishes through shared vision and renewed energy
- Building deeper relationships within local communities and everyday settings

We are keen to (with God's help) find ways to do this that are faithful to the community of Currock and consistent with our own theological and liturgical gifts.