

Diocese of Durham

Vicar of All Saints and Salutation, Darlington, In plurality with St Edwin, High Coniscliffe and St Mary Piercebridge

Person Specification

The parishes need an experienced minister who will help them to develop, grow and create new ways of developing and growing in Gods work. These Churches have been successful, but as times have changed, it is recognised the churches also need to change their direction to enable growth with current parishioners and potential parishioners. Engagement and communication with the local communities will be an essential part of these churches activities that will enable new growth. The new Vicar will therefore:

- Be a strategic thinker, with the skills to enable the congregations to formulate vision and to then lead them through change;
- Be highly collaborative, working with the people of the churches in a shared mission and ministry, be prepared to make hard/tough decisions and take people with them on any journey of change;
- Have excellent communication skills, both verbal and written, and create a network of people who want to support their Parishioners whether through Pastoral activity or other mechanisms;
- Have the skills and experience to enable church members to develop as disciples, growing in faith, understanding, prayer and service;
- Develop the Churches buildings, keeping them to a high standard, ensuring all Health & Safety requirements are met and maintained, and available for use for the Church and local communities as required;
- Enable church members to identify, use and develop their gifts and talents;
- Enable the congregations to develop effective and accessible forms of outreach for sharing faith, with each other and the local communities;
- Working with key Church Committees/Groups ensure the standards for the Church Pre-School Group are maintained and in line with Ofsted requirements;
- Enable the development of the Church Groups, and Sunday School(s), developing opportunities for people of all ages;

- Be skilled in enabling the churches to develop their mission and ministry particularly with families, children and young people, including working well with local schools;
- Be innovative and creative in developing forms of worship accessible to all age groups;
- Be able to relate to a wide range of people, represent the church visibly in the community, and enable church members to do the same;
- Be faithful, prayerful, thoughtful and a caring parish priest;
- Have the necessary skills to manage staff and volunteers, be a good team-leader, and supervise and mentor trainees. To ensure annual reviews of all staff are undertaken, and staff feel valued, listened to and part of this thriving community;
- Understand the different culture, context and needs of the churches, and know how to balance his/her time between them;
- Have excellent organisational skills.

*ASS V PS v01
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