

Diocese of Durham

Role description signed off by: Archdeacon of Auckland *Date:* August 2019

To be reviewed 6 months after commencement of the appointment, and at Ministerial Development Review, alongside the setting of objectives.

• Details of Post

<i>Role Title:</i>	Vicar
<i>Name of benefice:</i>	Vicar of All Saints and Salutation, Darlington, in plurality with St Edwin, High Coniscliffe, and St Mary's Piercebridge, Darlington
<i>Deanery:</i>	Darlington
<i>Archdeaconry:</i>	Auckland
<i>Initial point of contact on terms of service:</i>	Diocesan Secretary

1. Role Purpose

The vision of the Diocese is 'Blessing our communities in Jesus' name for the transformation of us all'. Within this the three core priorities are: Growing the Church, Children and Young People, and Poverty. These are outlined and expressed in the Diocesan 'Plan on a Page'.

General

- To share with the Bishop in the cure of souls in these parishes, in line with the Diocesan Vision, Priorities and Plan described above.
- To be the Parish Priest to these parishes, having regard to the calling and responsibilities of the clergy of the Church of England as described in the Ordinal, the Canons, national safeguarding policies, and all other relevant legislation, and in accordance with the *Guidelines for the Professional Conduct of the Clergy 2015*.
- To work with the PCCs towards the development of the local churches (both the people and their buildings) so that the churches are sustainable and effective in mission.
- To ensure that a high standard of worship, preaching and pastoral care is provided so that people are enabled to live as disciples of Christ.
- To nurture discipleship and develop the ministry of all God's people, through training, cooperation, delegation, support and example, so that they take more responsibility for the mission and ministry of the parishes; to seek to identify potential future leaders and ministers. Where there is a Shared Ministry Development Team to work with it as described in the SMDT agreement.
- To encourage all church members to participate in generous giving for the mutual support of one another across the diocese, and the wider Church of England.
- To collaborate within the deanery in mission and ministry and, through the Deanery Plan, participate in the shaping of ministry as resources and opportunities may require. (See further under "Role Context below.")

- To be proactive and persistent in seeking the fullest degree of ecumenical cooperation wherever possible.

Specific

- To help the PCCs and the congregations to develop their vision and their approaches to mission and ministry, showing leadership in this area while working collaboratively.
- To review, refresh, and create support networks, to assist the Vicar in the delivery of their day to day work, creating opportunities for effective communication and engagement, developing times for prayer and reflections. Supporting and growing opportunities for social activities and gatherings to enable the communities of the Church(es) to get to know each other.
- To support the churches to get to know each other, develop opportunities for them to work together, growing and thriving while sharing a Vicar and ministry team
- To enable people to grow as disciples, nurturing new and established Christians and helping the churches to become better at discipleship-development in and through their worship and activities.
- To encourage and enable lay ministry, recognising the vocation of all God's people, identifying and developing the gifts that God has given his people.
- To develop in particular ministry among children, young people and families, and to work well with local schools (including High Coniscliffe CofE Primary).
- To be creative and innovative in leading worship, including further exploration of all-age worship, whilst also being mindful of the needs of those who value existing, traditional forms of worship.
- To provide real leadership in the parishes, but to do so in a way that develops local leadership, discipleship and confidence more.
- To provide spiritual leadership to and be a member of the All Saints Partnership for Missional Church team.
- To provide leadership as a Trustee (and probably Chair of Trustees) of the All Saints Millennium Centre, in pursuit of the Trust's aims.
- To work with St Edwin's to build a sustainable basis for future mission and ministry in the four villages of the parish.
- To enable St Mary's to establish its new role as a Festival Church positively, with missional priorities.
- To actively seek partnerships and collaboration with local people and organisations in pursuing the mission of the church.
- To work consciously with the questions set out by and resources being developed through the *Setting God's People Free* initiative (nationally and in diocesan SGPF work) in pursuing the objectives above.

- To create and develop opportunities for the local communities of the churches to get to know the church, develop an interest in our work and activities, and provide a warm welcome to all and especially those interested in helping or developing links whether in the church or with its activities”

2. Key Contacts

- The Churchwardens and members of the PCCs.
- The Associate Priests (NSM), one each At All Saint’s and St Edwin’s; the four Readers (one of whom is also a Pastoral Assistant) and one Reader Emeritus; the three retired clergy.
- The All Saints Partnership for Missional Church team.
- The Trustees of the All Saint’s Millennium Centre.
- The part-time caretaker of the Millennium Centre and Salutation Hall.
- The All Saints Parish Secretary.
- The Director of Music/organist of All Saint’s and organist of St Edwin’s.
- The Music Group
- The Pre-School
- High Coniscliffe Church of England Primary, Polam School and Chairs of Governors
- The Open the Book team
- Clergy of the deanery, the Area Dean of Darlington and the Archdeacon of Auckland.
- Ecumenical colleagues.
- Local elected members and community leaders.
- Uniformed organisations in the parish.
- Parent and Toddler Group
- Regular users of the Millennium Centre

4. Role Context

All Saints and Salutation is a church which is in many ways strong: it has the largest regular congregation and has the highest levels of giving in Darlington Deanery. There are many strengths here to build on. Nevertheless, like many churches, there is a need to “grow younger” and nurture more disciples among children, youth, and younger adults and growing families, as they are critical to our future. There is also a need to develop discipleship in groups beyond Sunday services, again building on the work already done in this area but extending it. Furthermore, stewardship will need attention, as income levels have dropped somewhat in recent years. The Pastoral side needs to grow as we have an ageing congregation, and we need to ensure that they are seen if they are no longer able to attend Church.

St Edwin’s serves the villages situated along the A67 (and the River Tees) heading north west out of Darlington. The church is welcoming and the good sense of community within it is mirrored by their

participation in the life of the villages. However, for the mission and ministry of the church to be sustainable here in the medium to long term, there is also a real need now to grow the congregation.

The comments are not meant to be inward-looking: the aspiration of both churches is clearly to bless and serve their communities. However, in order to serve, the church congregations need to be healthy, with new growth, in number and depth, always being part of their life and encouraged to work together.

It is important to understand that the provision of ministry in Darlington Deanery is evolving. All deployment of stipendiary ministers in the diocese now occurs via the Deanery Planning process: deaneries know the number of stipends that will be available by 2020 and have been asked by the Bishop's Council to determine collaboratively where they will be placed, for pastoral and missional reasons. This post is agreed within the current (draft) Deanery Plan, which has to be finalised and presented to the Bishop's Council at the end of this year. It ought to be noted that in terms of the population served by the parishes, this post has the second lowest numbers of all the eight full-time clergy posts in Darlington envisaged by the plan (the only one with a lower overall parish population serves four semi-rural and rural parishes and churches). There is a recognition here that the current strong congregation at All Saints needs to be sustained, and that the post-holder will have more capacity than some other local clergy (with greater demands from higher populations, without necessarily the same congregational strength and support) for proactive work in the areas of outreach and disciple-development.

In the current Deanery Plan, the deanery is envisaged as being composed of four "groups" (informal), each served by two full-time clergy with an expectation that clergy in these groups will seek to work collaboratively and supportively. All Saints and St Edwin's are seen as belonging to the "Western" group, with St Matthew's, Darlington, and St Michael's, Heighington (with Bolam), currently served by the Revd Lissa Scott.

All Deanery clergy, including the holder of this post, are expected to have a commitment to working closely within the Deanery as Deanery-wide projects evolve from the Deanery Plan.

*ASS Darlington V RD
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