



St Mary's Tickhill with St Winifrid's Stainton - Information Pack

'To discover and share the love of Jesus, the peace of God and the joy of the Holy Spirit at the heart of our community.'



Within a Mission Area encompassing St Michael's Rossington,
and Holy Trinity and St Oswald's, Finningley with St Saviour,
Auckley



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Section 1 - A Message from the Bishops

Dear Friend,

There is no denying it: these are challenging times in the Diocese of Sheffield. But by the same token, these are exciting times for us. No-one has any doubt that in 2029 the Church of England in South Yorkshire and the East Riding will look very different from the way it is now — but equally no one is yet very clear about the shape it will take. Our plan is an ambitious one and we are hungry for change. We are asking tough questions: Will the whole people of God be mobilised for the whole mission of God? What will morale be like, among key lay and ordained leaders? Will attendance figures be in decline or growing? Will there be more stipendiary incumbents or fewer? Will there be more congregations or fewer? Will we raise up a dynamic community of 'Lights for Christ'? Will we grow a praying community of 2025 people by 2025? These questions were already pressing ones for us before the present pandemic: they will surely be even more urgent for us now.

In this context, the appointment of an Interim Oversight Minister for St Mary's Tickhill with St Winifrid's, Stainton, in the St Michael's Rossington, Finningley with Auckley Mission Area in the Deanery of West Doncaster is therefore all the more important. This is designated as an Interim Post because the Parish has had two short incumbencies recently. We are therefore looking for someone who will enable the parish and the senior staff to identify why this might be, respond to the challenges, and support them to make good use of the evolving opportunities for growth and change in partnership with the other parishes in the Mission Area.

We are looking for a leader who is gifted in listening and helping the people of both churches to understand their history and purpose, so that where necessary they can reconnect with their calling as followers of Jesus and grow in unity as the body of Christ.

The Interim Oversight Minister will work alongside one full time Oversight Minister and one House for Duty or Self-Supporting Oversight Minister or half time Oversight Minister with responsibilities in Police chaplaincy and the ministry will be shared across the Mission Area. Currently there is an SSM curate at Finningley and Auckley as well. The ordained ministers will work closely with all of the emerging focal ministers and existing lay ministry teams from all five parishes, with a view to utilising all people and resources across parish boundaries. We long to see the church of Christ flourish here – with every person who is baptized confident to shine as a light for Christ in the world to the glory of God the Father.

In this Gospel adventure for the sake of the coming kingdom of God, the leadership of these church families is going to be vital. It will require someone who is able to exercise an enabling oversight, with a passion for teamwork, for developing leaders and for empowering the whole people of God for the whole mission of God. It will require someone able to raise up leaders to take on responsibilities as 'focal leaders' in every congregation and someone who understands that overseeing the ministry of the body of Christ does not mean doing everything personally but releasing the gifts and ministries of others.

We are praying that the Lord will bring to us a person with a strong sense of vocation to this task at this time; a person of faith and hope and love in God; a person who laughs easily and has a zest for life in Christ; a person with a sense of adventure, unafraid of failure and reliant on the grace of the Holy Spirit. If that might be you, we would love to explore with you the possibility that the Lord is calling you to this role.

With every blessing

+ Pete Sheffield

The Rt Revd Dr Pete Wilcox
Bishop of Sheffield

+ Sophie Doncaster

The Rt Revd Sophie Jelley
Bishop of Doncaster



Section 2 - The Opportunity

The Diocese of Sheffield is made up of Church of England organisations located throughout South Yorkshire and the southern parts of the East Riding of Yorkshire. It comprises parishes, schools, chaplaincies, missional communities and other organisations all united by their common Christian faith.

It is an Anglican Diocese that is made up of a diverse community of mission-focused people who are seeking to transform their lives, and the lives of others, by sharing the Christian faith. Since the creation of the Diocese in 1914, the shape of the villages, towns and cities may have changed but the people are still vibrant, energetic and passionate about serving our Lord Jesus Christ.

In December 2020 the Diocese of Sheffield was awarded a grant of 4.92 million pounds from the Church of England's Strategic Investment Board to support our ambitious transformation strategy over the next 5 years. This is enabling us to appoint a number of parish facing roles (many have now begun), who will support the work of our Oversight and Focal Ministers as they Renew, Release and Rejuvenate the parishes of the Diocese. Included in those roles, alongside our Associate Archdeacon Transition Enablers, will be teams supporting Parish Finance and care of our Buildings.

There will be enhanced support for the nurture and development of Focal Ministers. As we seek to mobilise the whole people of God for the whole mission of God our Lights for Christ programme will help churches develop their members' discipleship so that every baptised person shines as a Light for Christ in the world to the glory of God the Father.

Our Diocesan Vision

As a Diocese we have been "called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God's world". Every day around the Diocese, dedicated, creative and passionate people are working together in the mission of God, who long to see the Body of Christ grow in depth and in numbers. We long to see every disciple and the whole Church serving our wider society as salt and light.



Our Mission Area Context

The Mission Area is made up of three benefices that lie on the eastern edge of Sheffield Diocese. They serve a diverse group of communities with differing socio-economic backgrounds. Some are semi-rural villages, others are more urban, whilst one in particular is a small country market town. All lie on the edge of countryside; however, the centre of Doncaster is within easy reach. All the communities have seen housing developments in recent times, although Tickhill has not seen a large expansion for a number of years, there is now a large development just outside the town which will present opportunities moving forwards.

Our Mission Area Partners

St Mary's, Tickhill with St Winifrid's, Stainton, forms part of a Mission Area in partnership with the following parishes:

- Holy Trinity & St Oswald's, Finningley with St Saviour's, Auckley
- St Michael's, Rossington

The Mission Area will be served by two stipendiary Oversight Ministers, one based at Finningley with Auckley and the other at Tickhill with Stainton, together with a part-time self-supporting/house for duty Oversight Minister at Rossington, St Michael. We are also exploring if this can be a half time post with a police chaplaincy role. This ministry will be shared across the Mission Area. The three ordained ministers will work closely with the focal ministers and lay ministry teams from all five parishes, with a view to utilising all people and resources across parish boundaries.



Holy Trinity and St Oswald, Finningley with St Saviour Auckley

These parishes cover three semi-rural villages. Both hold Common Worship services each Sunday, along with popular 'café' style services once a month in each parish aimed primarily at families, and some contemporary evening worship at Finningley. There is an ongoing discipleship group, a successful Natter group for the 60 or better age group, along with two youth groups. Finningley shares a Centenary Project Worker with St Michael's, has strong links with its church school, St Oswald's Academy, and great links with the local community.

St Michael's, Rossington

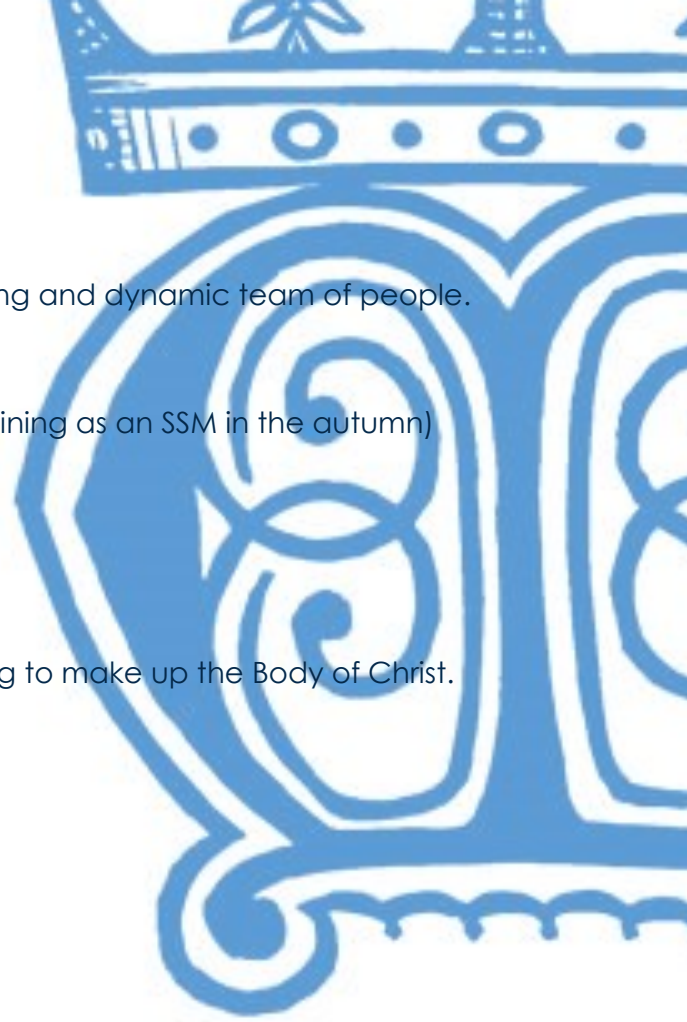
St Michael's, Rossington serves a large, diverse and growing, village in the Metropolitan Borough of Doncaster, providing a dynamic foundation on which to further build our Christian presence and mission. It sits in the suburbs and is surrounded by countryside and the market towns of Tickhill and Bawtry. We hold Common Worship of the low-central tradition each Sunday, Morning Prayer on a Thursday and hold a long-standing café style church once a month. We are lucky enough to have a Centenary Project Worker who also works in conjunction with St Oswald's, Finningley and have a flourishing youth group which has been ongoing for nearly 5 years. We also have good links with our church school, St Michael's C of E primary school. Regular activities are held in the church, which are well supported by the local community.

Our Mission Area Team

Within our Mission Area we will be blessed with an exciting and dynamic team of people.

- Four ordained clergy
- Seven licensed Readers (of which one will enter training as an SSM in the autumn)
- Three authorised Children/Youth Ministers
- One authorised Pastoral Worker
- Two authorised Worship Leaders
- A Centenary Project Worker

Plus many other enthusiastic and gifted people, all going to make up the Body of Christ.





Section 3 - Our Parish Vision

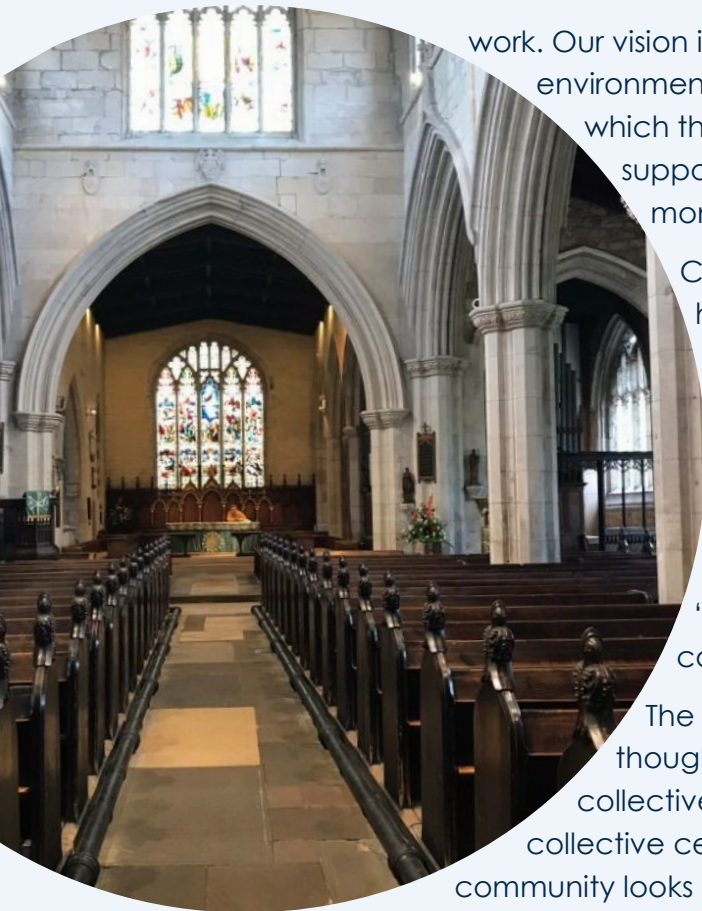
St Mary's, Tickhill

Our vision is to grow as a church at the heart of the community, both spiritually and socially, offering support, prayer and love to all. We understand the need for the church to change and adapt within an evolving society in order for the church to remain at the heart of the community. This means celebrating the 'traditional' aspects, such as our extremely popular carol services, whilst embracing the increasing use of the church for wider community events.

Our congregation is dedicated to supporting the work of the church within the community enthusiastically and generously. Whilst we are a vibrant, dynamic, and sociable group of people, we also recognise the need for the church to grow as a family in faith. We are starkly aware of our ageing congregation and understand the future of Tickhill as a worshipping community lies in the town's young people. Therefore, working with our mission area partners to develop a range of provision for younger Christians is a priority.

St Mary's is an iconic building within South Yorkshire, with its 'sumptuously decorated' tower being visible as a beacon reaching to the heavens for miles in every direction. We would now like to develop the church building in the post Covid community of Tickhill. We want to ensure the town has a sustainable, flexible community hub which can be used directly and indirectly for God's





work. Our vision is that the church should provide both a welcoming, environmentally sustainable space for worship, and a place within which the community can come together to find solace and support whilst healing the wounds of the last eighteen months.

Currently, St Mary's has a traditional configuration and is heated, ineffectively, by an outdated, inefficient heating system. We have a vision for the church to be sympathetically reordered to enable it to become an example of how historic church buildings can be used as a driving force of cohesion within a community. At the same time, we also feel a moral obligation to show how places of worship can become truly 'Environmentally Friendly Churches', lowering their carbon footprint and increasing their efficiency.

The people of Tickhill see St Mary's as 'their church', even though most do not regularly worship there. At times of collective sorrow, such as Remembrance Sunday, and collective celebration, such as the Queen's Jubilee, the community looks to the church. It is this wider community that St Mary's seeks to serve, in times of need, sadness and joy. We now need to look for further imaginative, creative ways to engage with the community, seeking to share God's love with those around us.

'It is a joy to see the people of Tickhill and surrounding areas coming together to praise God at significant times of the year – even those who are not practising Christians or people of other faiths enjoy these occasions.' Joan, regular churchgoer.

We believe that we are at an exciting juncture in our church's, vision, ministry and mission and look forward to developing it further under God.

St Winifrid's, Stainton

St Winifrid's is a beautiful, well maintained, medieval church with elements of the original Anglo-Saxon building embedded within the structure. It remains a very traditional church, centred on the Book of Common Prayer, which serves a small rural community. The church remains dedicated to providing a traditional approach to worship within our United Benefice. We would like to work towards increasing our congregation.





Section 4 - Our Parish Context

The United Benefice comprises the parishes of Tickhill and Stainton. The population of Tickhill is about 5230 and Stainton 270. Tickhill is seven miles south-west of Doncaster with Stainton three miles to the west of Tickhill. There are currently 159 people on the Electoral Roll at St Mary's, Tickhill and 12 at St Winifrid's, Stainton.

Our Community

Tickhill owes its origins to the establishment of the castle in the 12th century and was a prominent medieval town. There is still an active farming community and, in the past, the town also supplied labour to the local mining industry. Surrounded by pleasant countryside, Tickhill is now a centre for small and medium sized independent businesses, as well as being in easy travelling distance of Doncaster, Rotherham and Sheffield.

With Tickhill there is a significant proportion of single occupier households, with the associated problems of loneliness and isolation this can bring, particularly amongst the bereaved and elderly. As in many modern communities, stress and anxiety are factors in everyday life, which can lead to family break up and other challenges. As such, it is vital that the vicar is prominent and able to provide a touchstone for those in need from across the town.





Section 5 - Our Congregation, School, Church and Worship

The Life of the Church - St Mary's

The Anglican community in Tickhill covers a wide age range, although most are middle-aged, actively retired people or elderly. There are many capable, accomplished and articulate members of the church community who would respond positively to a clear sense of direction through strong spiritual leadership. Work with children is vitally important to us as we are acutely aware of our ageing demographic. Prior to Covid, we had a small but active 'Junior Church' who met as 'Rocks and Pebbles', leading to 'Pathfinders', during the main 10:30am service. With the church closure and subsequent restrictions during the pandemic, we are unsure of how many families with children will return to church or join our congregation. Unfortunately, prior to the restrictions, the number of young people attending Sunday church services was at a low ebb and this was already an area of focus. In normal times, as part of our outreach work, we hold monthly mid-week services for pre-school children and their parents and carers to meet together for games, stories and refreshments.

'I started attending services at St Mary's during holiday visits. On moving to Tickhill I continued and felt at home...Despite Covid there has been an air of family friendship and prayer - a feeling of belonging to a prayerful community.' Shirley, new member of the congregation

The churchmanship at St Mary's lies firmly within the mainstream of Anglican tradition. Within that we enjoy a breadth of worship styles including 1662 Holy Communion and Evensong,



Common Worship for the main Sunday Parish Eucharist and Wednesday morning Holy Communion, and various special services through the year.

Our musical mainstay is the choir with organ, and we maintain active links with the Royal School of Church Music. We value the range of music we use, from hymns, psalms, anthems and choral works, to contemporary worship songs.

'Music in church has been something I have relied on, being an escape through which I've always been able to find happiness. Through church and music, and with the support I have received, I have achieved a lot, such as RSCM awards and taking part in performances. Singing in choir is a thorough enjoyment, and always fills me with a sense of achievement.' Bethan (Aged 16), Member of the church choir

During the year we have a number of special services, often used as opportunities to invite others who are not regular worshippers. These include services to mark Advent, Christmas, Good Friday and Easter. We hold a Service of Remembrance, Thanksgiving and Hope at All Souls. We also offer services throughout the year that reflect the parish's agricultural roots, including Plough Sunday, Rogationtide, Lammass and Harvest Thanksgiving. Remembrance Sunday is marked by a special service with up to 500 present, the people of Tickhill being joined by civic representatives and young people from the local schools and uniformed organisations.



The choir at a special service

The Life of the Church - St Winifrid's

Worship at St Winifrid's is centred on the Book of Common Prayer, a tradition the church would like to see continued. The church would like to see worship at Stainton continue in its long tradition and grow.

Baptism

St Mary's has an open Baptism policy and a team of Baptism Visitors. Baptism requests are received by a member of this team in the first instance, after the 10:30am service. The Baptism Visitor arranges to meet the Baptism candidate or their parent(s)/carer(s) to explain the process and take details. The Visitor also meets the Baptism party on the day and guides them through the service as necessary

St Mary's School

Tickhill St Mary's Nursery and Primary school is a distinctively Christian school in the Anglican tradition, with a proud ethos of continually striving to improve everything we do. The school looks to the incumbent of St. Mary's Church to be the leading link between church and school, an integral stakeholder in the school community, and to be proactive in bringing church into school. St. Mary's Church is not well attended by the town's children on traditional Sunday services, so in supporting the spiritual development of this community's young people, we must instead together ensure that our offering for our children's faith journey in school is excellent. Through helping to set the strategy for the school as an active member of the Governing Body, developing strong working relationships with children, staff and parents, and delivering weekly collective worship in school along with presiding at our special services, the incumbent will see the school as the "Third Congregation" alongside Tickhill and Stainton.

Parochial Church Council (PCC) and Committees

St Mary's PCC meets on a regular basis. The Standing Committee is currently formed three ex-officio posts (the Vicar and Churchwardens) and four PCC representatives (the PCC secretary, treasurer and two elected PCC representatives). The group normally meets two weeks before each PCC meeting.

Much of the detailed work is delegated through sub-committees, which report to the PCC on a regular basis. These currently cover the mission, fabric and social life of the church as well as the successful Parish Magazine. At present we have ministry team meetings with Readers and Churchwardens. We are engaging with the Covenant for Clergy Care and Wellbeing, including a commitment to respect days of rest and entitlement to annual leave. We will support clergy in any supervision or retreat when appropriate.

Mission

Mission and evangelism at St Mary's are channelled through the Mission Committee. Over the last couple of years, we have developed the role of helping to effect and monitor our Mission Action Plan, which has recently been reviewed.



There is a team of Pastoral Visitors who watch out for people in need in the town, keep the Vicar informed of cases of illness or bereavement and deliver appropriate cards. We enjoy an established bond with churches of other denominations within the town through Tickhill Churches Together. Ecumenical Services and other activities are well established, and St Mary's takes a full role in the organisation of these. We also play a full role in Deanery and Diocesan affairs.

We have an active branch of the Mothers' Union with about 35 members who meet monthly. Through its meetings, fundraising and publicity, the branch continues to raise awareness of the work of the Mothers' Union at home and overseas and to support it financially. A significant aspect of the work of the Mothers' Union in recent times has been support for the Doncaster Women's Refuge. St Mary's is a Fairtrade church.

'The Mothers' Union is very active in supporting the wider community with practical action, particularly those that are disadvantaged. For example, they collect and arrange the delivery of essential practical household items to the Doncaster Women's Refuge. The church also reaches out to St Mary's Primary School. The daily Worship for all pupils and staff is lead on a regular basis by clergy or readers.' Martin, Regular Churchgoer.

Fabric

The Fabric Committee comprises members of the PCC and others with a commitment to the care, maintenance and development of the church building. Working closely with the church's architect, Andrew Wiles, the committee leads on the specification, prioritising and overseeing of the required works, including work identified in the Quinquennial Inspection. In the last ten years major projects have been undertaken to replace the church roof and to repair and maintain the clerestory. Currently the church is completing a major conservation project on the tower, which will see this area of the church secured for the future.

Events and Social

The Events and Social Committee organises events on behalf of the PCC, in particular the annual Summer and Autumn Fairs.

Administration and Finance

St Mary's has historically been financially stable and able to fulfil our contribution to the Common Fund (Parish Share). Our finance team is led by the treasurer. Others assist with the counting and banking of collections, advice on giving, Gift Aid and the administration of fees.

The church of St Winifrid's, Stainton is in a financially stable position and contributes its full Common Fund contribution annually.



The Parish Room

Dating from 1470 and purchased by public subscription in 1898, the Parish Room is owned by the church but leased for a period of 25 years to a community management group. The building was extensively renovated and improved in 2007 and is used by the local community for a wide range of purposes. The church maintains a watching interest in the building through its presence on the Parish Room Committee and utilises the building for soup lunches, coffee mornings and study groups. In addition, the church recognises the potential of this facility in reaching out to the community and providing a tangible link with the church.



Stainton Village Hall

Stainton has a village hall, not owned by the church, but used for church meetings. The hall is situated directly opposite the church and is a useful community resource, including for church meetings.

Useful Websites

St Mary's Church, Tickhill - <https://www.stmaryschurchtickhill.com/>

St Mary's Church of England Primary School - <https://www.tickhillstmarys.co.uk/>

Tickhill Town Council - <http://www.tickhilltowncouncil.co.uk/>

Diocese of Sheffield - <https://www.sheffield.anglican.org/>

Tickhill Lions Club - <https://www.local-lions.org/>

Tickhill Today - <https://todaypublications.co.uk/>

Taylor's of Tickhill - <https://www.taylorsoftickhill.co.uk/>

Sheffield Diocese - <https://www.sheffield.anglican.org>

Centenary Project - <https://www.sheffield.anglican.org/centenary-project>

Lights for Christ - <https://www.lightsforchrist.uk>

Focal Ministry - <https://www.sheffield.anglican.org/focal-ministry>



Section 6 - Our Challenges

Falling Congregation

Although we have a committed core congregation within the church family, the number of people on the electoral roll has decreased by 20% over the last five years. This reflects the ageing profile of the population and several families moving away from the area.

Our Building

Although St Mary's has a long and important history, there are obvious challenges presented by the upkeep of a 910-year-old building. A significant amount has been raised through a combination of public appeals and grant funding over the last 20 years to ensure the building is materially sound for the future. However, a major focus now is how the church can be developed to ensure it continues to be a space which is able to meet the needs of the community.

Young People

Although the church has historically had a number of families with young children as part of the congregation, the proportion of children attending services has declined significantly over recent years. Addressing this challenge will be key to the success and future of St Mary's as a worshipping community.

Instability

We have, for a variety of reasons, had instability in the post of incumbent of the parish for the last ten years. During this period we have seen two established priests retire and one priest leave the parish. While the reasons for this are varied and disputed, the result is that we have not had consistency or unified direction for a number of years. We are therefore looking to this interim post to help us learn from the past and equip us to make the most of the opportunities of working in partnership within the Mission Area.





Section 7 - Our Opportunities

Community Spirit

The events of the past year have focused the church community on the challenges we face in society. As a result, there is a sense of renewed energy and commitment to tackle the issues before us. This is reflected in a change in the demographic of the PCC and new appointments to key posts such as Churchwarden.

Building/Churchyard

As we have already outlined, we have a strong vision for the development of the church building as a community resource. Alongside this, the PCC is currently trialling the designation of a proportion of the churchyard as environmentally friendly space to encourage a diversity of wildlife and eco systems to develop. This is seen as part of our moral obligation to the wider world.

Plant School

As part of the Diocesan Strategy, St Mary's School is identified as a 'Plant a Congregation' school. Initial work is already under way with this – two of our Readers being in liaison with the school and the Diocese.

Mission Area

Despite an amount of trepidation about the development of Mission Areas and the change this represents, St Mary's is realistic about the position in which the wider church finds itself and recognises the many opportunities presented by the wider links and shared resources of the Mission Area approach. We look forward to facing the challenges of the future in this context.

Internet Presence

We have developed an increased online presence in recent years with our website providing useful information and social media channels being widely shared by the community. During Covid, we have developed daily Facebook services which have proven popular and are being continued.





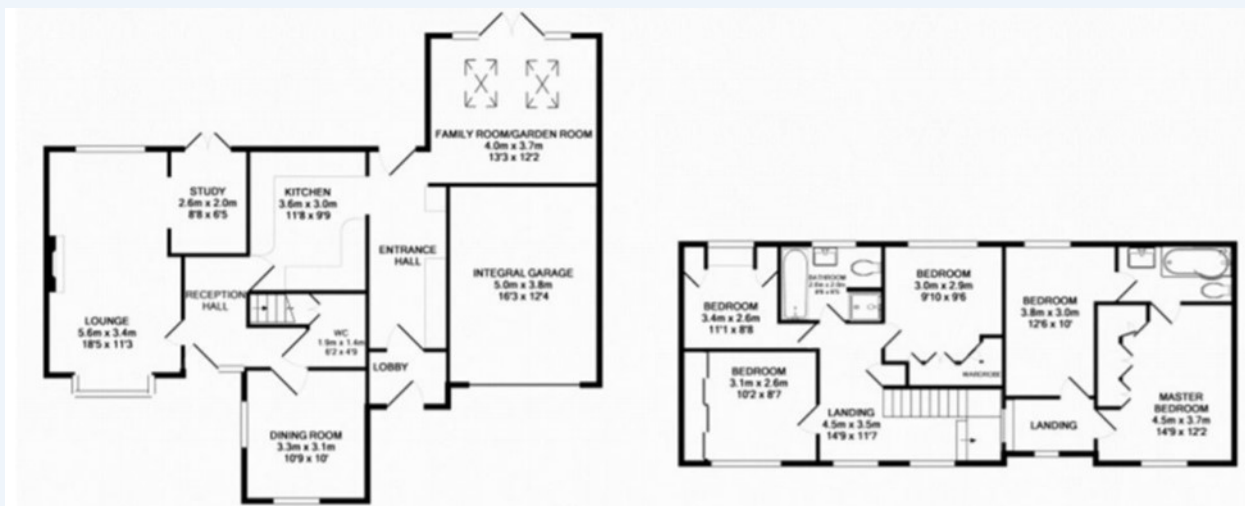
Section 8 - Our Vicarage

The Vicarage is a modern detached family home which is within an established housing estate within easy reach of the town centre and 10 minutes walk from the church. The house comprises a hall, lounge, study, family garden room, fitted kitchen with integrated appliances, utility room, cloaks / WC.



First floor: 5 bedrooms, family bathroom with 2 bedrooms having access to a further 'Jack and Jill' style bathroom.

Outside: delightful, low maintenance gardens enjoying a high degree of privacy, with patio and barbecue areas. Integral garage, ample further parking.





Section 9 - St Mary's Finances 2020

ST. MARY'S CHURCH, TICKHILL

Receipts and Payments 2020 - General Fund (Housekeeping Account)

Receipts	£	
Planned Giving (via standing order, Parish Giving Scheme & Weekly envelopes)	48,424	
Gift Aid	13,449	
Collections at Services	4,786	
Donations	8,247	
Fees received for weddings, funerals etc.	11,977	
Grants	500	
Collections for charities	444	
Fund Raising	354	
100 Club income	3,600	
Interest received	69	
Miscellaneous	197	
Total income		92,047
Payments		
Common Fund to Diocese	69,600	
Running expenses (mainly gas, electricity etc.)	2,298	
Church maintenance	2,832	
Churchyard expenses (grasscutting/ waste collection)	2,170	
Clergy and vicarage expenses	1,175	
Honoraria (to organist)	596	
Insurance	7,655	
Administration/Auditors Fees	1,277	
Costs of Services	544	
Grant to St. Mary's School	550	
Giving to Charities	444	
Miscellaneous	87	
		89,228
Excess of receipts over payments		2,819
Brought forward from 31st December 2019		14,832
Carried forward to 1st January 2021		17,651

Comment

Whilst the covid pandemic had a detrimental effect on income, the closure of the church for long periods resulted in substantial savings in costs. Consequently, St. Mary's Common Fund pledge to Diocese was able to be met in full.



Section 10 - The Role

Role Description

Details of Post

Role Title: Interim Oversight Minister for 3 years with a 3 year extension possible.

Oversight Minister for the Mission Area including: St Michael's, Rossington, and Holy Trinity and St Oswald's, Finningley with St Saviour, Auckley

Name of Benefices: St Mary's, Tickhill with St Winifrid's, Stainton

Deanery: West Doncaster

Archdeaconry: Doncaster

Context

The role of Interim Oversight Minister is to work in partnership with the Bishop, fellow Clergy and Lay Leaders, and all the baptised members of the Diocese of Sheffield, to help realise the Diocesan strategy to be a flourishing and generous Diocese of Sheffield by 2025: Renewed, Released and Rejuvenated!

We seek to be a Diocese Renewed in the grace and power of God, by a constant reliance on the Holy Spirit. We seek to be a Diocese Released from the constraints which hold us back from mission, and released, as the whole people of God for the whole mission of God. We seek to be a Diocese Rejuvenated — partly through a dedicated and sustained programme of outreach to families, children and young people, and partly through the creation of 75 new congregations, including 25 in our church schools.

Role Purpose

The role of the stipendiary incumbent is defined 'semi-episcopally' as an Interim Oversight Minister, to work collaboratively with others in four interrelated ways:

- To oversee mission and ministry in the Mission Area, managing change and providing vision, direction and leadership.
- To grow a healthy church, watching over the well-being of the whole people of God and equipping them for the whole mission of God.
- To ensure mission and ministry in the Mission Area reflects the Christian faith as understood in the Church of England.
- To keep watch over the leaders in the Mission Area.

General Responsibilities

Interim Oversight Ministers will oversee mission and ministry across the Mission Area, providing vision, direction and leadership for a cluster of existing and new congregations. Some Mission

Areas will be served by two or more Oversight Ministers working collegially, while others will be served by one, according to size and context. Working closely with the Associate Archdeacon Transition Enabler, as the new Diocesan structures are implemented, they will draw others into a constructive process of change. With a commitment to collaborative teamwork at every level, they will build and enable Focal Ministry teams for each congregation and a Mission Area leadership team. They will work particularly closely with Focal Ministers, providing supervision, support and mentoring.

At the heart of their work will be growing outward-facing Christian communities which demonstrate the love of God and His Kingdom.

Oversight Ministers will play a key role in sustaining a healthy church, through equipping and resourcing lay leaders, volunteers and whole congregations. They will work with Focal Ministers and other leaders, ensuring provision for the worshipping life of the church and for learning for discipleship and mission. In collaboration with St Peter's College, they will identify and as appropriate provide training for individuals and groups in order to build up the mission and ministry of the Body of Christ.

They will support the churches in developing their understanding of faith and practice in the Church of England, the Five Marks of Mission, the Diocesan Strategy, and the way this is lived out in the local context. Oversight Ministers will act as a channel between church, Mission Area and Diocese, facilitating healthy working relationships and ensuring full compliance with Diocesan policies, accessing deanery and central services support.

They will ensure the ministry and mission of each church is rooted in prayer. They will lead by example in self-care and in personal ministerial development, supporting and enabling all leaders to do the same.

This model of ministry maintains our commitment to having a worshipping Christian community in every place, which makes disciples and seeks to transform our society and God's world. The key challenge is to achieve a culture change, in which every Christian is mobilised for the service of God in the world. The exact outworking of the role of an Oversight Minister will vary according to context, but will exhibit the same priorities in all places. Collaborative working will be an essential quality and practice, comprising a number of inter-related ministries and mission communities:

Within the Diocese

- Diocesan Bishop and Suffragan Bishop.
- Parish Support Team.
- Archdeacons.
- 6 Deanery Areas.
- Associate Archdeacon Transition Enabler.
- Area Deans.
- St Peter's College.

Within each Mission Area

- Focal Ministers (lay or ordained).
- Leadership Teams comprising ordained, licensed & authorised lay ministers.
- Churchwardens and PCCs.
- Existing and new church congregations.
- Church schools.

Specific Responsibilities

To oversee mission and ministry in the Mission Area, managing change and providing vision, direction and leadership:

- To share with the Bishops the cure of souls in the Mission Area.
- To lead through change: starting from the current context, drawing others to engage in a constructive process of transformation, including positive engagement with conflict and resolving disputes.
- To foster the culture and practice of collaboration and teamwork.
- To provide oversight, guidance and leadership for the Mission Area leadership team and for the Focal Ministry teams, in the discernment and implementation of vision.
- To develop Mission Action Plans for the Mission Area, focussing on releasing and enabling leaders, facilitating new congregations and refreshing inherited congregations.
- To be the Priest in Charge in the Benefice / Parishes, having regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for Professional Conduct of Clergy, and other relevant legislation and guidance.

To grow a healthy church, watching over the well-being of the whole people of God and equipping them for the whole mission of God:

- To support the churches and congregations in the Mission Area in the core practices of a healthy church.
- To seek to grow new congregations.
- To ensure the Mission Area and its congregations are sustained through the ministry of word and sacrament.
- To discern, release and develop the gifts of others.
- To ensure that the people of God are equipped to make Christ known.
- To provide regular support, supervision and mentoring for Focal Ministers, so that the mission and ministry of the local churches is sustained.
- To undertake regular support, supervision and mentoring of Readers, including mandatory Diocesan functions with regard to the maintenance of Readers' licenses.
- To recognise and uphold the Diocesan policy governing relationships between Ordained Ministers and Readers.

To ensure mission and ministry in the Mission Area reflects the Christian faith as understood in the Church of England:

- To foster a working understanding of Christian faith and practice in the Church of England.
- To attend to and advance the priorities described in the Diocesan Strategy of Renewed, Released, Rejuvenated.
- To ensure excellence in safeguarding and care for all God's people, and full compliance with Diocesan and national Safeguarding guidelines, policy and procedures.
- To maintain good stewardship of finance, GDPR protocols, resources and administration, accessing deanery and central services support.
- To facilitate healthy and effective working relationships within and between the congregations, Mission Area, deanery and Diocese.
- To be the person to whom Focal Ministers are accountable.

To have oversight of the leaders in the Mission Area:

- To hold the Mission Area before God in prayer.
- To lead by example, participating in the Diocesan programme of learning and to engage in support and supervision for Oversight Ministers with the Associate Archdeacon and St Peter's college.
- To demonstrate an ongoing commitment to personal ministerial development

- To support and enable Focal Ministers and other leaders in reflective practice, learning and personal development.
- To facilitate opportunities for learning as appropriate in the church / Mission Area;
- To support leaders in their practice of self-care, attending to their self-understanding, patterns of life and ministry, their spiritual life, and their desire to continue growing.
- To monitor individual learning plans for Focal Ministers, reviewing their learning needs and helping them develop and use the tools and skills of reflective practice.

Self-Care

The Bishops are committed to the health and wellbeing of all lay and ordained leaders in the Diocese.

This is a demanding role and the post holder is encouraged to work within the pastoral guidelines issued by the Bishops on holiday entitlement and time off. The post holder is also encouraged to work on average no more than 50 hours each week.



Person Specification

	Essential Criteria	Desirable Criteria
Qualifications	In Holy Orders for not less than three years	
	Recommended by their Bishop as suitable for Common Tenure Primary Responsibility	
	Committed to mutual flourishing envisaged in the Five Guiding Principles.	
Experience	Is able to demonstrate experience of :	
	Leading change across a number of churches and ecclesial communities in a range of contexts, parishes, institutions and networks.	Building community through relationships of trust.
	Showing capacity to build teams and collaborative approaches between Ordained, Licenced Lay and Authorised Lay Ministers.	Working with different generations and inter-generationally.
	Leading, managing and consolidating change	Helping others shape and engage in mission and evangelism appropriate to the local context.
	Developing collaborative approaches to decision making.	Holding others to account for their role in the life of the church and delegating where appropriate.
	Managing conflict and conflict resolution along with proven experience in the process of reconciliation	
	Initiating and enabling working relationships between church, mission area, deanery and Diocese.	
	Working with different theological perspectives, church tradition, culture and life experience.	
	Enabling others in reflection, review and the development of the mission and ministry of the church.	
	Energising and enabling others in forming vision and in strategic planning	
	Proven track record of valuing and fostering the breadth of church music and demonstration of a commitment to maintaining strong traditions of music in worship.	

Person Specification (Continued)

	Essential Criteria	Desirable Criteria
Skills/Competencies	Is able to demonstrate, through evidenced examples, the skills and competences to:	
	Take the strategic lead of the Parish whilst holding the big picture	Evidence of an established collaborative approach
	Have effective systems of organisation and administration.	Be willing and able to be held to account
	Be strong interpersonally through listening, communication, and exercising emotional intelligence.	Able to demonstrate a track record of fostering trust in God in a worshipping congregation
	Use extensive knowledge, understanding and experience of Diocesan and church structures, policies, and practices including safeguarding, finance, governance and GDPR to ensure compliance.	Demonstrate entrepreneurial skills, including responsible risk-taking.
	Undertake and receive pastoral supervision and reflective practice.	
	Undertake and receive coaching and mentoring.	
	Be able to manage a complex workload, prioritising and balancing competing demands.	
	Be discerning, nurturing and enabling towards others in their personal development.	
Make appropriate pastoral provision for leaders.		
Personal Attributes	Is able to demonstrate through behaviours, evidenced examples and personal interactions:	
	Models leadership on the example of Christ by encouraging trust in God and leading others to do likewise	
	Strong and mature personal faith who is excited about mission and the Diocesan vision and strategy.	Self-aware and self-accepting.
	Taking responsibility for personal well-being and nurture.	Outgoing, friendly, approachable, yet determined disposition.
	Resilient, calm, stable and trustworthy.	

