



0.5FTE PRIEST IN CHARGE OF CHARTHAM AND UPPER HARDRES WITH STELLING

A Message from the Bishop of Dover



Welcome and thank you for taking an interest in the role of Priest in Charge of Chartham and Upper Hardres with Stelling. You will see from the rest of the profile some of the specific things that the benefice is looking for – and a little of what the team here hopes the future may look like. Of course, part of your discernment process in coming to this role is gaining a sense of the bigger picture of us as a diocesan family, our vision, and priorities for the future.

Who we are

Founded in 597 by St Augustine, Canterbury Diocese is the oldest diocese in England and has a special place in the life of the national and worldwide Church. With its iconic Cathedral it forms a focal point for the life of the whole Anglican Communion, offering a spiritual home and place of pilgrimage for people from every nation and walk of life.

Kent is renowned as the ‘Garden of England’ and this rural heart is core to our identity – yet the communities we serve are very diverse. Our Diocese stretches from Maidstone to Thanet, from the Isle of Sheppey to the Romney Marsh. We have 350 miles of coastline with historic ports and seaside resorts, alongside rural communities, market towns and commuter-belt urban developments. Affluent areas often sit alongside pockets of major deprivation, offering an exciting and challenging mission context.

Where we are heading

At the heart of all we do is a vision of transformation for ourselves and our communities: no one can encounter God and remain unchanged. Increasingly, in our diocese, we want to become a Christian community transformed through encounter with Christ, overflowing to transform and bless the families, homes and communities we serve in Kent: *Changed Lives* → *Changing Lives*. In your role, in your place, we will be looking for you to join in with what God is already doing and play a crucial part in making this vision a reality.

Changed Lives → *Changing Lives* unites us in purpose but will be expressed in different ways according to what makes sense for different parts of our diocesan family. It is also a living strategy





– as we listen to God and one another, the shape of our work together will undoubtedly change and grow. In December 2020 I wrote to all the Deaneries to ask them to consider, in light of all we have experienced over the last nearly two years, what their mission priorities are and how their deanery should be shaped in order to flourish and be sustainable. In response every Deanery has set their own starting place to move forward from. West Bridge Deanery’s response is beginning to explore how to enable flourishing clergy, laity and ministry, and you could be part of developing this vision for the future. All these reports and our Diocesan response can be found in [Towards a Flourishing and Sustainable Future](#). I commend it to you as you consider this ministry.

To find out more about this post please contact the Archdeacon of Ashford, the Venerable Darren Miller (01233 712649/darren.miller@archdeacashford.org). You would also be welcome to have an informal discussion with the Area Dean, the Revd Cathy Sigrist (rev.cathysigrist@gmail.com / 01227 738046).

Our commitment to you

We know that supporting healthy, flourishing ministers (lay and ordained) is crucial for a healthy, flourishing diocese. Therefore, we offer the ‘**Canterbury Diet**’ to all our new incumbent ministers – this is an intentional programme for ministerial development, health, growth and faith. A similar lay programme is in development too. We offer pastoral supervision and spiritual accompaniment, an invitation to be part of residential training programmes focused on learning, leading and mission, action learning sets, as well as a range of specialised training events, and other regular opportunities for growth in prayer and spirituality.

In short, I hope that you will be as excited by our vision, priorities and opportunities as we are. Be assured of our prayers as you consider your next step in ministry.

+ Rose

The Rt Revd Rose Hudson Wilkin
Bishop of Dover and Bishop in Canterbury





Archdeacon's Introduction



The benefice of Chartham and Upper Hardres with Stelling is one with much potential. The profile speaks of the challenge the benefice faced and how they have, with the help primarily of an Interim Priest, addressed them and now wish to move forward with a renewed emphasis on mission. That this is a half-time role is a recognition that there is work to be done and the benefice is not yet in a position to finance a full-time role. However, it is very much hoped that the new Priest in Charge, working with the people of the parishes, will help move the benefice on to a firmer financial foundation.

When that happens, we would be open to Priest in Charge moving to full time with a full stipend, should that be right for them.

Change is a reality in the Church of England but something that we wish to embrace rather than avoid. You will see from [Towards a Flourishing and Sustainable Future](#) that our Diocese is endeavouring to enable change to be appropriate to the local setting, using deanery plans to drive the direction of the Church's evolution. The challenges of difficult financial situations for the Church of England cannot be avoided but they point to the need to adapt and to focus on sharing the Gospel and growing the Church. Part of that adaptation is undoubtedly better collaboration between parishes, sharing resources to strengthen ministry. For Chartham and Upper Hardres with Stelling, a closer working and connectedness is something that is reflected in the values adopted by the three congregations.

We are committed to your full support with great colleagues in the Deanery and Diocese and you are also encouraged to participate fully in the Canterbury Diet (see p5). We would expect you to have a pastoral supervisor and can work with you on other training and support as required.

I hope that you will find much information about the parishes and diocese in the recruitment pack but please feel free to contact me for an informal discussion if that would help.

With my prayers as you discern whether God is calling you to serve in Chartham and Upper Hardres with Stelling.

The Ven Darren Miller
Archdeacon of Ashford & Acting Archdeacon of Canterbury





From the Area Dean of West Bridge Deanery

A warm welcome from the West Bridge Deanery.

West Bridge Deanery is rural and stretches from the outskirts of Canterbury to the outskirts of Ashford and along the beautiful Stour Valley and the downlands on either side. We straddle three parliamentary constituencies and three local Councils – Ashford Borough, Canterbury City and Shepway District Councils.

We have 17 worshipping communities grouped into three benefices – Chartham and Upper Hardres with Stelling; the United Wye Benefice and King's Wood Benefice. Wye and King's Wood Benefices have a full-time stipendiary priest. Wye also has two part-time priests, one stipendiary, the other self-supporting. The deanery is also blessed to be well supported by a number of retired PTO priests.

We work closely with our neighbouring deanery of East Bridge and the two Clergy Chapters meet together regularly. We also hold joint Marriage preparation days together each year which are popular and much appreciated by our wedding couples.

The deanery typically holds two or three meetings a year – either physically or remotely – depending on the levels of Covid and current guidelines. These are usually open meetings with a speaker and a topic of interest to our rural congregations. Each meeting concludes with a short business meeting for elected Synod representatives. The Deanery Mission and Ministry Committee (M&MC), of which the new Priest in Charge would be a member, meets more frequently, every other month, primarily to discuss matters of strategy, mission and financial issues and to help and support each other.

West Bridge Deanery wholeheartedly supports this appointment and looks forward to welcoming you to the Deanery.

In the meantime, if you have any questions, please do feel free to contact me.

The Revd Cathy Sigrist
Area Dean and Priest in charge of the King's Wood Benefice

rev.cathysigrist@gmail.com

01227 738046





The Canterbury Diet for Incumbents and Priests in Charge

<p>After licensing the Incumbent meets with the Director of Mission & Ministry who introduces the priest to the</p> <p>Canterbury Diet</p> <p>and offers a</p> <p>Pastoral Supervisor</p> <p>with whom she/he meets not less than four times per year</p>	<p>Golden threads</p> <p>How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice? How are we attending to good relationships and collaborative ministry?</p>
<p>Ministers acquire a</p> <p>Spiritual Accompanier</p> <p>and meet regularly, recommended 6-8 weekly</p>	
<p>In the first two years the Incumbent or Priest in Charge attends the</p> <p>Ministry Training Programme</p> <p>Monday to Friday residential courses generally held in Bruges</p> <p>Week One : The Minister as Learner (January, soon after licensing)</p> <p>Week Two: The Minister as Leader (June, of the same year)</p> <p>Week Three : The Minister as Missioner (January, the following year)</p>	
<p>Participation in the annual</p> <p>Ministerial Development Review</p> <p>Meet with Consultant Reviewer, complete a Personal Development Plan; meet with Archdeacon a year later and update the PDP, and so on, with opportunity to review Pastoral Supervision and Spiritual Accompaniment. Also meet with the bishop <u>during the course of the two-year cycle.</u></p>	
<p>As able, participate in professional ministry courses:</p> <p>Management Skills Course</p> <p>Working with Conflict</p> <p>Leading Change</p> <p>each a two by one day course, offered regularly at advertised times through the year</p>	
<p>Participation in four</p> <p>Wellbeing Courses</p> <p><u>two hour</u> evening meetings, two offered per year</p>	
<p>Participate in relevant</p> <p>Continuing Ministry Development Events</p> <p>at advertised days and times</p>	





OUR DIOCESAN VISION

Changed Lives, Changing Lives

By God's grace we want to be a people who are...

...confident & creative disciples of Jesus Christ

...rooted in scripture & drenched in prayer

...living gratefully, giving generously, caring for creation & sharing the gospel

...growing in number & expectations – of God & ourselves

...motivated by justice & love, open to the Spirit & ready for adventure!

Therefore we will ...

'Therefore we will...' is a recognition that words without actions are empty. It is a commitment to taking real steps *now* to make this vision a reality *soon*. The current actions that flow from this vision - both at a diocesan level and in our deaneries - are outlined in detail over the rest of this document. Of course, these actions will change and develop over time - and we would encourage our parishes to consider this vision carefully for themselves, to explore together what actions they will commit to take, what their local 'Therefore we will...' might look like.

