



## PRIEST IN CHARGE OF CHERITON WITH NEWINGTON

### Taking the next steps...

In nearly two years of interregnum, the benefice has made great strides towards a united vision for mission. They were supported by an excellent part-time interim minister for part of that time but the lay leadership of the three parishes have worked hard, not just in creating a vision for the future, but maintaining effective ministry through that interregnum and the Covid crisis. Now it is time to take the next steps and we are looking for the right priest to walk with them.



The benefice profile expresses the parishes' aspirations to move forward and 'share our faith with the wider community'. They recognise 'the need to change the concept of "church" for today's world', to adapt and change for today's society and look at how to use the buildings to serve the community better. We hope the Priest in Charge will be someone of vision to realise these hopes, but that priest will also have the sensitivity to this in an appropriate and realistic way. However much people want to change, the reality is difficult and can be alarming – although changing for the future means building on what is already in place, there are inevitably some things that need to end and some things that are new and unknown. This is why collaborative working is essential. The new priest needs to work with the people of the benefice in exploring what ministry for the future means in a way that can enable the people of the churches to engage in that ministry together, truly expressing how changed lives can change lives.

This reflects the wider life of the Diocese at this time. Covid and the existing realities of the Church of the twenty-first century means that we have tried to pay closer attention to what God might be saying to the Church. We have had a year of discernment and listening and have asked each deanery to plan for what ministry should look like going forward. Across those plans, it is clear that lay ministry is to be valued and further enabled as well as working more widely in partnership, both within the Church and with others in our communities. The Lay Chair and Area Dean have written an introduction to Elham Deanery which reflects some of these themes. They also mention the Folkestone Group Ministry which should help the benefices of the town, including this one, to minister in partnership as the area continues to develop.

Financially, the three parishes have paid their contributions to Parish Share, apart from in 2020 where Covid meant that All Souls lost much hall income. However, Share has been a challenge and this has been recognised with a Mission Grant for the first two years (effectively reducing the amount requested by a half-stipend in each year). The hope is to allow the benefice to concentrate on its vision for mission, which will lead to a flourishing and sustainable future.





There will be additional support for the Priest-in-Charge through a Reference Group where the priest can talk through what is going well, where there may be challenges, and explore their plans. On appointment, we'll agree with the priest some metrics for the post – these aren't targets to met but rather some things to measure how plans are going so successes can be celebrated and things that aren't going as hoped can be changed. I hope these measures will be a welcome support for anyone discerning if God might be calling them to this post. All incumbent-status clergy in the diocese receive support through the *Canterbury Diet* (see next page).

If you have any questions about this post, please feel free to contact me on 01233 712649 or at [darren.miller@archdeacashford.org.uk](mailto:darren.miller@archdeacashford.org.uk).

Thank you for considering whether this might be the next post for you. I pray that you will know God's blessing and guidance in your discernment.

The Ven Darren Miller  
Archdeacon of Ashford

## The Elham Deanery

Elham Deanery comprises of the villages of the Elham Valley, the historic Cinque Port town of Hythe, the coastal town of Folkestone and the rapidly expanding town of Hawkinge; a blend of town and country. This is reflected in our churches which also cover a range of Anglican traditions.

Like most areas of our lives we have been impacted by COVID-19 but our churches have been quick to respond to the needs of their communities and adapt and find new ways of delivering services. In just over a month most were delivering services on-line, filming and finding that they were connecting with new people. This had developed further to live-stream and outdoor services.

Recognising the realities that churches face and that have become more apparent with the pandemic, the Diocese under the leadership of Bishop Rose asked Deaneries to put together a 'Mission and Ministry Plan.' Consultations and discussions have taken place with our churches and there is a sense of excitement as we look to take this forward over the coming months.

It has underlined the value of building relationships, celebrating difference and supporting each other.

One of the requirements of the new incumbent will be to work collaboratively with colleagues in a 'Folkestone Group,' at Chapter and within the Diocese as we look to see our churches become sustainable and flourishing showing the love of Jesus and "Changed Lives, Changing Lives."

*The Revd Jane Weeks*

Area Dean

*David Donald*

Lay Chair





## The Canterbury Diet for Incumbents and Priests in Charge

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

