



**Appointment of Team Vicar  
with a focus on pioneering creative outreach  
for the West Hereford Team Ministry 2021  
Statement of Needs**

**Role Title:** Team Vicar  
**Name of Benefice:** The West Hereford Team Ministry  
**Archdeaconry:** Hereford  
**Deanery:** Hereford

## **General**

### **To play a distinctive and intentional role in Inspiring Each Generation, Proclaiming Christ and Growing Disciples by:**

- Sharing the cure of souls with the Bishop and Team Rector, and exercising spiritual leadership as part of a team.
- Helping to lead the Church in mission and encouraging it to focus on the diocesan priorities of making disciples, growing leaders and engaging with younger generations.
- Inspiring creative mission and ministry; building on existing traditions and being visionary in exploring new opportunities.
- Releasing the energy and gifts of the whole people of God.
- Exercising a pastoral, sacramental and teaching ministry within the Church and community.

# **Responsibilities**

## **1. Leadership in mission**

- Help to lead the congregations of All Saints and St Nicholas in setting and holding a vision for creative mission.
- Help our congregations to respond to the diocesan vision and priorities.
- Encourage and strengthen partnerships between Church, schools, groups within the community, and other organisations.
- Encourage and support existing activities within the Team, maintain the welcoming nature of our churches, and help us to extend that welcome beyond the church building.

## **2. Collaboration, team leadership and ministry development**

- Work alongside the Team Rector, Team Curate, four Readers and retired clergy, and play a full part in regular team meetings.
- Provide encouragement and support for churchwardens and PCC officers throughout the Team, but especially at All Saints and St Nicholas.
- Identify and encourage gifts in the church community and beyond.

## **3. Leading worship**

- Work with others to explore new and appropriate creative ways of worshipping.
- Treasure, and sensitively develop the existing services to reflect the needs of the existing and future congregations.
- Lead worship thoughtfully and confidently.

#### **4. Encouraging discipleship**

- Preach the message of the Love of God and Neighbour in a way that encourages the development of mature and generous faith, adapting style and content when appropriate for different occasions and purposes.
- Work with others to ensure the development of existing opportunities for learning that develop faith and strengthen discipleship, as well as seeking new ways of encouraging discipleship.
- Encourage church members to be generous in giving in every way as a response to God's generosity and to further the mission of the churches.

#### **5. Pastoral care**

- Work with others to identify pastoral care needs and develop existing structures and skills to respond to those needs.
- Together with others, ensure that appropriate support is offered to those in need of pastoral care including baptism and marriage preparation, care to the sick and dying, bereavement.
- Support, serve and love the congregations and communities through appropriate relationship building, individual support and visiting.

#### **6. Administration and parish organisation**

- Work in collaboration with team colleagues, churchwardens, and PCCs, together with the Team Administrators to ensure effective organisation and good stewardship of resources in the Team.
- Play an appropriate part in the administration and organisation of the parishes, and in governing bodies of a local school where appropriate.
- Ensure good communication within the parishes and community.

## **7. Ministering in a wider context**

- Play an active part in the life of the deanery as the clergy and parishes seek to work more collaboratively across the city of Hereford to enable more effective mission.
- Deepen relationships with the local community and other churches (especially St Peter and St James, and South Wye) to serve and reach the area more effectively in Christ's name.
- Be open to additional diocesan responsibilities eg synodical representation.

## **• 8. Self discipline, spiritual discipline and own development**

- Give continual attention to your own personal, spiritual and professional development.
- Participate in Ministerial Development Review and undertake appropriate Continuing Professional Development.
- Maintain professional boundaries.
- Develop and maintain a prayerful spiritual life with appropriate support network.
- Follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry.

**This Statement of Needs should be read in conjunction with the following documents:**

The Ordinal

The Canons of the Church of England

Guidance for the Professional Conduct of Clergy

Bishop's Licence

Statement of Particulars issued to the office-holder on successful appointment

The Team Profile

**This Statement of Needs is signed off by:**

**The Venerable Derek Chedzey, Archdeacon of Hereford**

# Person Specification

## Our New Team Vicar:

We hope to find a new Team Vicar of the West Hereford Team, with special responsibility for All Saints and St Nicholas, (shared with the Team Rector), but who will work across the Team to inspire us to be creative in our mission and ministry, challenging us to think beyond what is already happening in order to more fully share the good news of Jesus with those around us, and being visionary in how we use the resources we have, and could have.

We want to further God's Kingdom in West Hereford beyond the worshipping congregations by ministering to, building contacts with, and sharing friendships in the wider community in creative ways.

## Qualifications

- An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises.
- Satisfactory completion of Initial Ministerial Education.
- Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry

## Essential Qualities

- a living faith and a passion for creative mission
- experience and a proven track record of creative community outreach, and building links with individuals and community organisations
- The ability to both honour the existing traditions whilst growing the worshipping community in new ways.

## Desirable Qualities

- experience of developing disciples and encouraging a mature faith in others
- the ability to visualise and communicate creative ways of using our church buildings and experience of re-ordering projects
- ability to discern and grow the gifts and talents of others.

**As well as the essential and desirable qualities, we also seek the following:**

**Personal qualities** *we hope you will be someone who has:*

- a commitment to prayer; individually and with others
- a willingness to be available and present at times of pastoral need, and a heart to love and care for those within the churches and without
- a genuine interest in people
- a commitment to working within a team; collaborating with the ministry team, the congregations and the wider communities
- a sense of humour
- the ability to learn from others and receive constructive feedback
- self awareness
- discretion and the ability to maintain confidentiality
- resilience

**Personal Skills** *are you able to demonstrate:*

- excellent communication skills; verbal, written and digital
- the ability to share your faith in Christ appropriately with others and to inspire others to do the same
- the ability to share responsibility with others and delegate
- the ability to introduce appropriate change
- organisational skills and efficiency
- the ability to travel within and between parishes

**Experience and Competencies** *can you show us that you have:*

- the ability to lead and manage others in ways that releases their energies and resources individuals to take responsibility for the development of their faith
- a good understanding and appreciation of the realities and opportunities of life in both city and rural parishes
- experience of engaging with local schools and other parts of the community, including community leaders
- experience in effective management of resources and budgets that enables mission

**Knowledge and own development** *are you someone who has:*

- knowledge of equipping churches for mission
- a willingness to work with a spiritual director and take responsibility for own personal and professional development
- an understanding of team dynamics
- a good grounding in theology with a desire to engage in regular study and theological learning