



**The Benefice of Ross with Walford and Brampton Abbotts  
Appointment of Rector - 2019  
Statement of Need**

**SECTION 1                      DETAILS OF POST**

Role Title (as on license)	<b>Rector</b>
Name of Benefice	<b>Ross-on-Wye with Walford and Brampton Abbotts</b>
Archdeaconry	<b>Hereford</b>
Deanery	<b>Ross and Archenfield</b>

**SECTION 2                      STATEMENT OF NEED**

**GENERAL**

1. Sharing the 'cure of souls' with the Bishop, and exercising spiritual leadership as part of a team.
2. Leading the church in mission and encouraging it to focus on the diocesan priorities of making disciples, growing leaders and engaging with younger generations.
3. Releasing the energy and gifts of the whole people of God.
4. Exercising a pastoral, sacramental and teaching ministry within the church and community.
5. Play a distinctive and intentional role in inspiring each generation, proclaiming Christ and growing disciples. This is a key time for our Benefice. The reordering of all our churches is creating much more welcoming and flexible spaces accessible to all, but currently only used mostly by a congregation aged sixty+. A series of gradual but continuous changes will be needed to attract new Christians. The Rector will need to encourage and help develop all these new initiatives.

## RESPONSIBILITIES

### 1. Leadership in mission

- ❖ Lead the church community in setting and holding its vision for mission and growth.
- ❖ Ensure the church responds to the diocesan vision and priorities.
- ❖ Ensure the church implements and builds on its plans for mission, supporting and working with the Intergenerational Missioner to build new congregations, possibly very different from the existing ones.
- ❖ Encourage and build partnerships between the church, schools and groups from the community and external organisations who share the church's aspirations.
- ❖ Encourage and support existing activities within the Benefice. Share and encourage the vision for the ongoing reordering of St Mary's.
- ❖ Maintain and develop the *Inclusive Church* status of St Mary's, welcoming all.

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

- ❖ Lead the church: The Ministry Team of ordained priests, readers and Intergenerational Missioner are experienced and hardworking, and there are many willing volunteers in lay roles. If the changes we need are to be carried through successfully they all need to be engaged, encouraged, empowered and coordinated to achieve the result we are all praying for.
- ❖ Provide support, leadership and line management for the clergy, the Intergenerational Missioner (St Mary's), the administrator and the musical director (St Mary's).
- ❖ Identify, encourage and develop gifts for ministry in the Parish.
- ❖ Encourage the development of licensed ministry and be ready to supervise licensed ministers appropriately.

### 3. Leading Worship

- ❖ Lead worship thoughtfully, competently and confidently.
- ❖ Work with others in planning and conducting a programme of worship that reflects the church's vision, that inspires and challenges, and that makes full use of a variety of resources.
- ❖ Continue to develop the vision for growth especially from younger families. As we build new younger congregations, we anticipate they will require an offering of greater variety with less formal styles of worship.
- ❖ Treasure, adjust and develop the existing services to reflect the needs of the target congregations.

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

- ❖ Preach the good news of God's Kingdom in a way that encourages the development of mature faith, adapting style and content, when appropriate, for different occasions and purposes.
- ❖ Work with others to ensure opportunities for learning that develop faith and strengthen discipleship.
- ❖ Challenge church members to give generously as a response to God's generosity and to further the Church's mission.
- ❖ Help and develop fund-raising activities in the context of growth and change.

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

- ❖ Work with others to identify pastoral care needs and develop appropriate structures and skills to respond to, and meet, those needs in the Parish.
- ❖ 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, and individual support and visiting.

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

- ❖ Work in collaboration with the PCCs, Churchwardens and others to ensure effective organisation and godly stewardship of the Benefice's resources.
- ❖ Play an appropriate part in the administration and organisation of the Parish, including attending the Governing Body of Brampton Abbots CE Primary School.
- ❖ Affirm and abide by national, diocesan and parish policies and legal requirements.
- ❖ Ensure good communication within the parishes and relay key messages from the Deanery, Diocese and national Church.

#### **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 to enable more effective mission across the deanery through shared mission planning and action (including, for example, developing a deanery young people's network).
- ❖ Be open to additional diocesan responsibilities (e.g. mission or training roles, etc)
- ❖ Deepen ecumenical relationships to serve and reach the town more effectively in Christ's name

#### **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 networks.
- ❖ 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 need 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 Parish Profile
- ❖ Mission Action Plans (MAPs)

This Statement of Need is signed off by:

The Venerable Derek Chedzey, Archdeacon of Hereford

## PERSON SPECIFICATION

<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>❖ An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises</li> <li>❖ Satisfactory completion of Initial Ministerial Education</li> <li>❖ Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry</li> </ul>
<p><b>Personal qualities</b></p> <ul style="list-style-type: none"> <li>❖ A developed and maintained prayerful spiritual life</li> <li>❖ Personable and approachable</li> <li>❖ Collaborative and consultative</li> <li>❖ Discreet and able to maintain confidentiality</li> <li>❖ Exhibits confidence and self-awareness</li> <li>❖ Learns from experience and constructive feedback</li> <li>❖ Resilient</li> </ul>
<p><b>Personal skills</b></p> <ul style="list-style-type: none"> <li>❖ Committed to growing Christians and church of all ages and backgrounds</li> <li>❖ A leader of change with great communication skills</li> <li>❖ Committed to inclusivity and flexible worship styles</li> <li>❖ A team player committed to growing the gifts of all.</li> </ul>
<p><b>Proven Experience and Competencies</b></p> <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>❖ Leadership and management of a team of ordained and lay people including the ability to delegate</li> <li>❖ Leadership as part of a team sharing responsibility with others</li> <li>❖ Identifying, encouraging and developing gifts for ministry</li> <li>❖ Encouraging and teaching stewardship and generosity in line with Biblical principles</li> <li>❖ Engagement and partnership with community leaders</li> <li>❖ Enabling partnership and engagement with local schools</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>❖ Ministry in urban and rural settings</li> <li>❖ Working in an ecumenical and / or multi-parish setting</li> <li>❖ Motivational</li> <li>❖ Management responsibilities beyond parochial settings within or beyond the Church.</li> </ul>
<p><b>Knowledge and own development,</b></p> <ul style="list-style-type: none"> <li>❖ Understanding of team dynamics</li> <li>❖ Willingness to take responsibility for and commitment to own personal and professional development</li> <li>❖ Regular study and theological learning.</li> </ul>