

Borderlink Statement Of Needs

To be read in conjunction with the Borderlink Benefice Profile

Statement of Need For Vicars, Rectors and Priests-in Charge

This document should provide a clear description of the role for applicants and those involved in the appointments process. Later on it may be used to inform training and development needs of the post holder and inform Ministerial Development Review.

The headings in the framework below should be used to construct the role description. The notes which follow provide illustrations of content.

SECTION 1 DETAILS OF POST

Role Title (as on licence) Rural pioneer priest etc

Name of Benefice Borderlink

Archdeaconry Hereford

Deanery Abbeydore

SECTION 2 Statement of Need

GENERAL

To provide a distinctive role in leading the benefice by supporting the parishes in deepening their faith in God, supporting them to create loving communities where everyone is welcome and where God's love can be lived with an inclusive approach.

Work collaboratively with the Joint Council and the Deanery Leadership Team to promote mission and ministry, both within the benefice and deanery-wide, for a specific mission area.

Encourage those who don't want change and find it hard to accept ensuring that they are valued and appreciated for all that they do.

RESPONSIBILITIES (See Note 2 below)

1. Lead the benefice, supporting the parishes in implementing their vision for mission and growth.
2. Work collaboratively with the Joint Council and the Deanery Leadership Team in an agreed mission area across the deanery. Attend chapter meetings weekly.
3. Lead a variety of worship confidently and competently; work with lay leadership in planning and conducting worship that inspires, engages and challenges.

4. Encourage and enable the growth and confidence, and the deepening of the discipleship of lay people enabling them to make the best of their talents in growing the local church and reaching into the communities, providing the appropriate supervision.
5. Continue to develop the relationship with Clifford School and other community organisations
5. Work collaboratively with the team of pastoral visitors supporting those in need of pastoral care including the sick and dying and the bereaved as well as baptism and marriage preparation.
6. Preach confidently on generosity of spirit and encourage church members to give generously
7. Ensure open and frank discussion about parish finances and encourage generosity of parish offer
8. Ensure good communication between the Deanery, cluster groups and parishes ensuring key messages are relayed both ways.
9. Continue personal spiritual and professional development. Be sufficiently self-aware to manage and model integrity as expressed in personal boundaries. Develop and maintain a prayerful spiritual life with appropriate support.
10. Work in such a way that allows personal, family and spiritual aspects of life to flourish alongside the demands of ministry, including taking days off and holidays.

PERSON SPECIFICATION

FOR Vicars, Rectors & Priests-in-Charge

The person specification describes the skills; knowledge, attributes and experience which a person will need to have, or be able to acquire, in order to fulfil the responsibilities well. The layout below gives a suggested structure. The individual traits specified are the ones that the Diocese of Hereford believes should be included.

Under Proven Experience and Competencies, you should specify whether a particular attribute is Essential (E) or Desirable (D).

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	
Personal qualities • A developed and maintained prayerful spiritual life • Resilient, self-aware and psychologically secure • Collaborative team player • Ability to love people and to look for an honest satisfactory outcome for all • Creative and imaginative and able to encourage this in others in day to day activities • Warm, compassionate heart welcoming all to in our parishes • Articulate with the ability to listen to others and learn from them • Be committed to own personal and professional development including annual Ministerial Development Reviews • Regular study and theological learning • Willingness to have a spiritual director, mentor or work consultant	
Proven Experience and Competencies. [Consider the type, level and quality of experience, rather than the length of experience]	E or D
<i>Ministry and work background</i> • Understanding and experience of a multi parish benefice in a rural setting <i>Leadership and management of others</i> • Lead as part of a team with demonstrable management experience of delegating to volunteers and enabling them either within or without the church • Be able to prioritise tasks, journey alongside parishes in difficult decisions and communicate change well. <i>Formation of others</i> • Identify, encourage and develop gifts for a range of ministry in the parishes with evidence of supporting others to develop and deepen their faith, vocation and ministry regardless of age and gender. • Encourage the culture where lay people are confident to volunteer • Mentor others <i>Management of resources and structures</i>	D E E E D D

Encourage and teach stewardship and generosity in line with biblical principles and be able to discuss parish offer and parish finances confidently (Manage budgets and support PCCs where required)	E
<i>Engagement in community life and public issues</i> - Engage and partner with community leaders - Proven ability to engage with a community school and enable Messy Church	E D
Knowledge and own development [Cover specific knowledge the person is required to bring to the role and attitude to their own development]	
Understanding of team and group dynamics and be able to face criticism and see it as an opportunity for growth and model it.	E
Other [This should be used as necessary to list any criteria not covered by any of the above categories; e.g. theological outlook, if necessary, driving skills etc]	
Ability to travel between parishes	