

St Nicholas Church Parish Profile 2018 & Training Adviser Profile

for the Archdeaconry of the East Riding



St Nicholas Church *Beverley*
Good News for Everyone



Welcome!

I am delighted to introduce this Profile to you.

This is a combined appointment as Priest in Charge of St Nicholas' Beverley and half-time Training Adviser for the Archdeaconry of the East Riding. It is possible that this could be shared between two people and we would welcome such proposals.

The roles both offer the opportunity for significant ministry in shaping life and mission both locally and as part of the Training Team.

Beverley Deanery offers you good colleagues both lay and ordained.

The post has become available at a creative time in the life of the Diocese as we work together on our priorities and strategy for the coming years. We have set ourselves three goals:

- To reach those we currently don't
- To move to growth
- To establish sustainable finances

You can discover more on the Diocesan website.

I hope you will want to explore this further and test out whether God may be calling you to work with us. If you would like to have informal conversations do be in touch with either Archdeacon Andy or myself.

With prayers

+Alison

(The Right Reverend Alison White, Bishop of Hull)

Welcome!

Welcome St Nicholas church and thank you for taking the time to discover something about us, who we are and where we want to go. We pray that as you read this profile, you will know whether or not God is calling you to us.

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Our Vision

Our vision is to be a serving church, responding to need and enriching lives by sharing the joy and hope that we have found in Christ Jesus.

- We believe that growing our church is a priority as we realise that growth will sustain and underpin our future financial position. To this end we have worked through the LYCIG materials and have seen some numerical growth. We have energy and enthusiasm to continue this momentum and particularly to increase our number of families, young people and children in line with the Diocesan strategy. We especially want to improve and extend our provision for children of all ages. Our desire is to develop links with those God is calling to us for baptisms, weddings and funerals and so bring them into our church family.
- Our heart is to listen to God and to do His will by using our gifts to serve as an open and welcoming church. We recognise and celebrate individual differences, united by a spirit of acceptance and hospitality. We hope to encourage more people to get involved on a practical level by offering fellowship and opportunities for achievable steps.
- We aspire to stepping out in faith to break down barriers and reach out to engage with the spectrum of people in our parish. Our ideal involves going out into the community as a Christian presence to both share our message and to listen to individuals and groups, perceive their needs, then react to these positively, practically and with compassion. However this will be challenging as our parish includes residents from a very diverse range of social and economic backgrounds and many don't feel that church is relevant to them. Therefore recognising opportunities and finding ways to make connections with the variety of individuals in the community is essential, followed by encouraging and nurturing relationships. There is a particular need to become involved on a more regular basis with all schools in the parish. At present we have an established and developing link with one of the local primaries, but would also love to get involved in building a relationship with the larger school situated on the council estate. In addition there are problems with teenagers who have little direction and nowhere to go in the evenings, and we see a need to work with other churches in the area to channel the youngsters' energies.
- Continuing to develop relationships and work with other churches in our area, both independently and through Beverley Churches Together, which now incorporates Beverley Schools Christian Trust is also important. As the Diocese of York explores its new way of being Deaneries we anticipate working even more closely and collaboratively, especially in mission, with other churches in our deanery, the Area and Lay Deans and the Deanery Leadership Team in line with the Diocesan objectives.

- We believe that God has been, and will continue to be, faithful to us. We tithe our regular income and distribute funds to areas where we see particular need. We have been blessed to have received various legacies and other donations and have also tithed these to share our good fortune. Now we are considering using these legacies to recruit, finance and support personnel to help generate and sustain growth. Alongside this we recognise the need to continue to develop the skills of our existing leaders and to encourage others to consider stepping forward.
- We also acknowledge our need to deepen our individual and corporate faith and spirituality, and recognise that placing a greater emphasis on our prayer life is essential. We want to develop our established home groups and nurture new ones in order to grow in Christian maturity through prayer and study.
- We are also looking for creative ways to make more use of our resources such as our parish centre and church building, with its excellent kitchen and toilet facilities. During the last year the church building has been used as a venue for training and we hope to continue this initiative to be seen as a training hub in the area. The Parish Centre is a venue for various, mainly secular activities and we welcome this opportunity to be a 'Christian face' before all our users. Our church website is up and running and we aim to develop it further to improve ways of communicating with people to promote our facilities and to make us more accessible to everyone.

[Home Page](#) [Church Life](#) [Our News](#) [Parish Centre](#) [Church Bookings](#) [Growing Christians](#)

SUNDAY SERVICES 10AM

We are a growing, generous and welcoming Anglican church in Beverley, worshipping God in our services and by loving and serving our community. We are part of the Christian story of good news that God the Father's love for the world was shown in Jesus. God's Spirit teaches that story in the Bible, in sharing communion, in prayer and in our everyday lives. Our worship is a mix of liturgy and informality, with both contemporary and more traditional music. [Read more](#)



Baptisms



Weddings



Join with us?



Services



Resources



What matters

Who are we looking for?

We pray that our new vicar will share, enhance and facilitate our vision by having the energy to be:

- A **follower** of Jesus whose spiritual life, grounded in a personal knowledge of salvation, is fundamentally enriched by daily prayer and Bible study. This is essential for us since part of our vision is to see this church placing a greater emphasis on our prayer life.
- A **pastor** who can support church members of all ages and in all circumstances, but someone who understands that one of our very clear priorities is to develop further our work with children and young people.
- A **counsellor** with the sensitivity and confidence to discern and use the gifts of church members, nurturing their faith and enabling them to grow in Christian maturity and make their full contribution to the life of the church.
- A **creative worship leader** who will respect our traditions, but not be bound by them, and lead us in worship that is contemporary, relevant and accessible, still being inspiring and challenging.
- An **ambassador** for God in the community who has empathy for and understanding of the needs of local people, who may not yet have come to faith, and can welcome them into the family of the church thus also generating growth. Equally being able to work closely with other churches in Beverley is important.

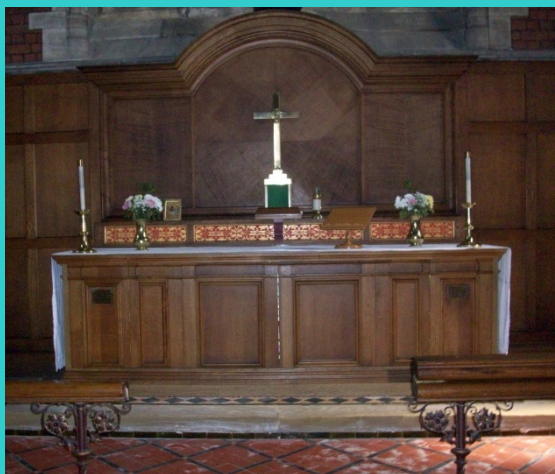
In addition to this wish list we are concerned that our new vicar will have the self-discipline to maintain a balance between both her/his roles as our part-time vicar and as a trainer in the Diocese. We would wholeheartedly support our new incumbent in their joint role but recognise that to achieve this, an ability to prioritise, be adaptable and delegate effectively is crucial. In partnership with these important management skills is the ability to be a good communicator. Musical ability, whilst not essential, would be fantastic too!





Our St Nicholas Prayer

O Lord increase our church in spiritual depth
 In numbers of worshippers and in necessary finance
 May we all experience your love
 And understand your will and purpose for us
 Help us each to know our part
 And faithfully to do that part,
 For Jesus Christ's sake
 Amen



Our People

Clergy:

- We have a full time, fully licensed Curate.
- Support from an Associate Priest and a retired clergy member. The former has a particular interest in baptisms and oversees responsibility for them.
- We are also fortunate to have a Reader who is regularly involved in ministry.



Churchwardens:

There are two wardens.



Recognised Parish Assistants:

- We have five people who have completed the course.
- One of these has an interest in worship and is actively involved in our All Sorts service.
- The other four comprise the Pastoral Care Team. Among their roles is as a Bereavement Group who follow up on funerals and can also take Holy Communion by extension to the housebound.



PCC:

- Includes a treasurer and a secretary
- We have 8 other members on the PCC.
- PCC meetings take place on a bi-monthly basis, alternating with a meeting of the Standing Committee.



Electoral Roll:

There are 64 people on the electoral roll, 36 of whom live within the parish. The other 28 live outside the parish but choose to worship at St Nicholas.

Home Groups:

There are currently three well attended home groups running, one in the afternoon and two in the evening. All have separate leaders.

Music Group:

We have a small but enthusiastic group of singers and musicians.



Refreshments Team:

Refreshments are served after all main services.



In addition:

There are many other important roles in our church including those of our Technical Co-ordinator, our Sunday School leader, and our Parish Administrator. In addition we are fortunate to have gardening, flower arranging and laundry teams, as well as being able to call upon many other willing volunteers for the variety of roles which crop up.

Our Services: Regular Services at St Nicholas

Sunday 10 am

- Holy Communion (Common Worship)
- Style: Open Evangelical
- Music: Small music group, mainly singers
- Robes: Usually, but not always, worn
- Resources: Service projected onto a screen
- Common Worship service books also available.
- Children's work takes place during the service
- Congregation: Averages from 35-40



Sunday 8 am (First Sunday in month)

- Holy Communion (Book of Common Prayer)
- Style: Traditional
- Robes: Usually worn
- Congregation: Averages 7-9



Sunday Allsorts 10am (First Sunday in month)

- All age family service
- Style: Informal
- Robes: Not worn
- Congregation: Averages 25-30



Wednesday 9.30 am

- Holy Communion (Common Worship)
- Every week
- Style: Open Evangelical
- Robes: Usually worn
- Resource: Service books
- Congregation: Approximately 14-20

Annually

- St Nicholas leads the Folk Festival
- Communion Service
- Harvest Festival Service
- Remembrance Sunday Service
- Christingle and Crib Service
- Bereavement Service
- Easter services including: Holy Week daily prayer; foot washing; Good Friday service followed by a walk of witness; Easter day celebration.



Occasional Offices

Baptisms

- Take place at 10 am within the Allsorts Service and often the third Sunday within the Holy Communion Service.
- Responsibility for our baptism ministry is now overseen by an Associate Priest.



Weddings and Funerals

A small number of weddings and funerals took place during last year.

Our Church Building



St Nicholas is one of three parish churches in the immediate Beverley area. It is a late 19th century Victorian Grade 2 listed building adjacent to the site of a former Norman/medieval church of the same name.

Much needed re-ordering was completed eight years ago and included:



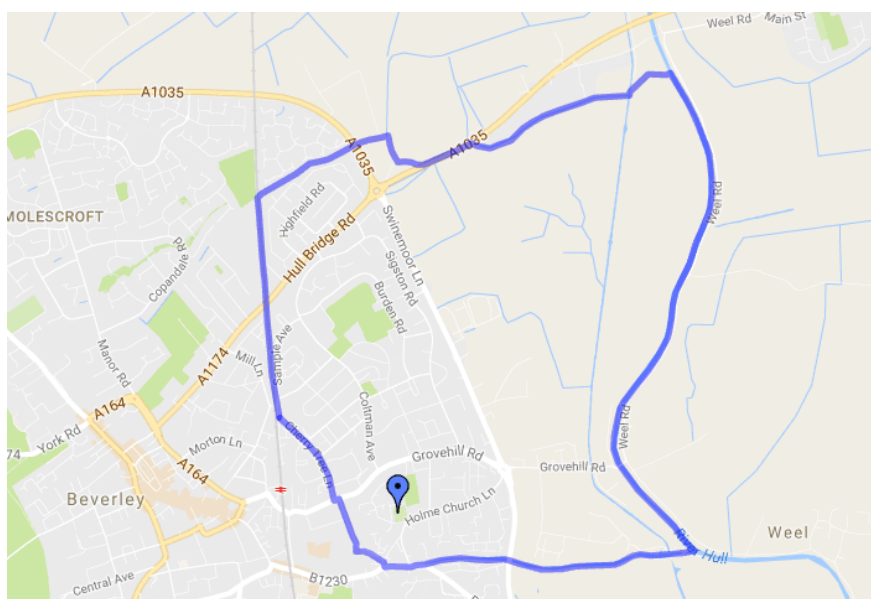
- the removal of some pews;
- the re-siting of the font;
- the erection of a 'pod' kitchen and two new toilets;
- new glass interior doors;
- a new heating system;
- a new sound system;
- the removal of the pipe organ;
- and the creation of the 'Flint Room' which is a mini vestry/prayer room.

All this work has been imaginatively and sympathetically carried out to enhance the original characteristics whilst making the church fit for today's purpose.

All list A requirements from the most recent Quinquennial Report have been completed.

Our Parish

St Nicholas Church is situated in a relatively deprived area of Beverley, which incorporates a sizeable council estate. Geographically, the parish sprawls to the north east, where there is a large private housing estate which is some two miles away from the church itself. The population of the parish is approximately 8100 residents; a significant proportion of which are people who live alone, with a predominance of lone parents. However, unlike many parishes with a similar demographic, we have very few people representing ethnic minorities.



Close by, within the parish, there are industrial estates and small businesses and, within the last two years, a small shopping centre has been built adjacent to the parish, which includes national chain stores and a cinema.

The Vicarage



The four-bedroomed detached vicarage occupies a position close to the church and only a few minutes' walk from the town centre and railway station. It has enclosed gardens front and rear, a garage and adequate off-road parking.

Access to local services is good.

Finance

St Nicholas Church is currently well financed and we have investment assets in the order of £155,000. This being said, expenditure in recent times has exceeded income by ~£21,000 in 2015 and ~£17,000 in 2016; our saving grace has been the generosity of our parishioners who are very supportive - receipts in 2016 increased by £15,000 mainly due to one off donations. It is expected that the differential for 2017 year end will be similar to that of 2016 at approximately - £16,000.

A comparison of Income and expenditure is presented in the table below.

	2016	restric-	Total		2015	restric-	Total
Income	Unrestricted	ted	Funds		Unrestricted	ted	Funds
Funds	Funds	Funds	Funds		Funds	Funds	Funds
Recvd from legacies	£49,540		£49,540		£500	£0	£500
Total Voluntary income	£48,461	£0	£48,461		£38,828	£0	£38,828
Profits on investments	£8,243	£0	£8,243		£1,225	£0	£1,225
Hall lettings	£26,010	£0	£26,010		£24,185	£0	£24,185
fee income	£2,581	£0	£2,581		£4,142	£0	£4,142
Other incoming resources	£504	£0	£504		£2,032	£0	£2,032
Total incoming resources	£135,338		£135,338		£70,912	£0	£70,912
Total incoming resources minus legacies	£85,799	£0	£85,799		£70,412	£0	£70,412
Expenditure							
Charges on investments	£1,403	£0	£1,403		£1,343	£0	£1,343
Freewill Offering	£38,000	£0	£38,000		£35,000	£0	£35,000
Working expenses for clergy etc.	£4,656	£0	£4,656		£4,516	£8,451	£12,967
Mission and Evangelism	£4,530	£0	£4,530		£2,500	£0	£2,500
Church running expenses	£23,215	£0	£23,215		£9,735	£0	£9,735
Hall Costs of trading	£30,070	£0	£30,070		£29,050	£0	£29,050
Accountancy fees	£730	£0	£730		£1,412	£0	£1,412
Total resources used	£102,604	£0	£102,604		£83,555	£0	£92,007
Net incoming - outgoing resources before transfer of legacy income	£32,734	£0	£32,734		£12,643	£8,451	£21,095
Income - expenditure (excluding legacies)	-£16,806	£0	-£16,806		-£13,143		£21,595

Reflecting on the negative differentials for the last two years, it is worth noting that we have been increasing our Free Will Offering to the Diocese from £35,000 in 2015, £38,000 in 2016 and £41,000 for the coming year.

As a church, we need to target raising additional funds annually to close the deficit to a more manageable amount; fortunately, we still have a significant legacy funds to fall back on. It is expected that the Church fabric will require funds for quinquennial report repair works over the next two years and much prayer needs to be given to how this will be funded. It is a general view of the Church congregation that some of our investment capital would be wisely used for outreach projects that would benefit our long-term growth.

We have a number of part-time paid staff who carry out invaluable work for both facilities. These include the Parish Administrator, the Centre Cleaner / Caretaker and the Church Cleaner. All staff are paid at the National Living Wage rate with up-ratings paid in end-December.

The St Nicholas Community Centre

The actual building is owned by this church and has two large halls (one with stage and lighting), three smaller rooms, a loft space and a large kitchen. The centre has an administrator and bookkeeper and the office is open from 9 am until noon, Monday to Thursday.



It is used throughout the year by a diverse range of individuals and groups, both on a regular and one-off basis, some who pay commercial rates and some who are linked to or supported by our church in various ways. This has been the case throughout the Centre's history and has led to large numbers of people having significant links to the Centre. As the use of the Centre increases there is a need for investment at the Centre both in terms of time and finance. Exploring how the Centre can be a place to share the gospel and God's blessings with the community would be significantly beneficial to our Church, the Centre and this community.

And Finally ...

We hope that you have enjoyed reading our profile and that it has given you an insight into our church life.

More information can be found on our website

www.stnicholaschurchbeverley.co.uk



Cautionary Disclaimer!

If you are looking for a church where the unexpected last minute thing never happens, where people always turn up and do what they promised, that no noisy children will be a distraction during the service – then look elsewhere!!

However if you are looking for a small yet aspirational church with a big friendly heart and a vision to share...

Then maybe YOU are the one God is calling to us?

Beverley and its Amenities

Beverley has been voted the best place to live in the country from the point of view of the cost of living, general environment, amenities and accessibility, not to mention its friendliness! It is an attractive market town, dating back to medieval days when it ranked as the 11th largest town in England. Its status was further enhanced by the granting of a Royal Charter by Elizabeth 1st which established free pasture lands, still in existence today and now provide extensive and invaluable open grassy and wooded areas for recreation.



Saturday is market day. There are also a good range of shops, restaurants and cafes, both small concerns and high street names. It is very much on the tourist trail with attractions such as race meetings, The Friary, Beverley Minster, and St. Marys Church. Old industrial sites have given way to the relatively new Flemingate shopping and leisure complex, and private housing, much of which lies adjacent to our parish boundary.

Beverley is well-served for education having several primary schools – three within the parish. There are also three secondary schools – a mixed comprehensive (a performing arts college) and separate comprehensive grammar and high schools for boys and girls each rated as technical colleges. There is also a higher education college.

The town has good medical care, with several GP surgeries, dentists, and a community hospital with a minor injuries unit.

Beverley has both good rail and road connections, with trains connecting Hull and northwards to Scarborough. The M62 is accessed about 14 miles away. Beautiful and open countryside surrounds Beverley with the Wolds and coastal areas, which are ideal for walking and cycling.

We are proud to be situated close to Hull which was the 2017 City of Culture and consequently had many events and exhibitions, some of which took place in the East Riding including Beverley e.g. Beverley Art Gallery hosted the Wildlife Photographer of the Year Exhibition.

East Riding Archdeaconry Training Adviser

Diocesan Training Team <http://dioceseofyork.org.uk/training/>

Role of the Diocesan Training Team (DTT)

The diocese of York has been responding to its missionary challenge with a vision of 'Generous Churches: Making and Nurturing Disciples'. The desire to be a growing church has been spelt out through identifying five aspects of growth, namely Christlikeness, Commitment, Partnership, Influence and Numbers. The DTT has focused its training work around these missional dimensions of growth and taken the lead in providing supporting material to parishes.

The diocese is currently refining its strategy around three goals:

- To reach the people we currently don't
- To move to growth
- To establish sustainable finances



A group of lay ministers at the completion of their initial training

This strategy provides the context for the next phase of our work as a Team. We work with both clergy and lay colleagues, supporting lay development and training, Reader initial training and continuing development, and all aspects of clergy development, from IME Phase 2 to retirement! We are conscious of the missionary task shared by the whole Church and seek to encourage the formation of disciples and ministers alert to God's mission and equipped to respond effectively.

Our Team Values

We share a commitment to:

- Stimulate growth, as 'Generous Churches – Making and Nurturing Disciples' through Christlikeness, commitment, partnership, influence and numbers.
- Discern God's activity through prayer and reflection and encouraging missional ministry to build the church.
- Enable and develop people to respond to God's call and realise their gifts and potential to serve Him better.
- Encourage ministry which is creative, life-giving, involves taking risks and breaks new ground.
- Be a resource team that is forward-looking and offers training that is inclusive and accessible for all.
- Celebrate good practice and promote joy and fulfilment in ministry.

Our Vision for Training and Formation

Our vision is to encourage and enhance mission and ministry across the diocese. We are conscious of the changing environment in church and society and so seek to work with lay people and clergy in developing character, attitudes and skills which will equip them for a future significantly different from the past, and often not predictable.

The ministry we seek to encourage is patterned on that of Jesus: outward looking, desiring the growth of the church in all dimensions, collaborative and (in the phrase of David Bosch) exercised in bold humility. Significant and welcome developments in the diocese in recent years have included the wide range of lay people undertaking the Recognised Parish Assistants course and the growth in the number of people called as distinctive deacons. The York School of Ministry has been expanding the range of people undertaking more formal theological study and training, through its hubs in Beverley, Middlesbrough and York.



Those ordained priest: after the ordination service with Archbishop Sentamu

Our Aspirations for the East Riding Archdeaconry Training Adviser

We wish to appoint a colleague who has good experience and knowledge of what it means to be a church in mission in this country and who is effective in sharing their experience and knowledge with others. These aspirations should be read alongside the formal role description which is included below.

This will be worked out in a number of ways:

- having the ability to reflect critically on their own experience of mission and ministry and thus able to encourage others to do the same.
- being alert to the missionary calling of the church in England, aware of the variety of social contexts we have in the diocese of York and in the Archdeaconry of East Riding. Our parishes range widely from urban to deeply rural, from new housing developments to long-established market towns, and from the most deprived parishes in the Church of England to some of the least deprived. It is crucial that our new colleague is able to relate to those called to serve across this variety while we recognise that no-one can be expected to have direct experience in all these settings.
- having a deep commitment to lay ministry and the formation of lay disciples in multiple and varied contexts. This will mean having the ability to teach on the Common Awards programme for formal theological study, leading less formal ministerial training via our Recognised Parish Assistants (RPA) scheme, and helping with parish development in the archdeaconry.
- In line with our strategy goal of 'Reaching those we currently do not reach' we are keen to explore more ways of enabling and supporting indigenous lay leaders in, for example, our urban outer estates. This will mean developing learning in non-book cultures, including for RPAs.

- having a willingness to work sympathetically across the range of theological traditions in the Church of England
- able to work as part of a team, with other members of the Training Team and with the Bishop of Hull and her colleagues, and also to work independently to agreed goals.
- having a heart for the people of the diocese of York and a passion to see the Gospel proclaimed to all.

Team Members

The Diocesan Training Team is led by Revd Dr Gavin Wakefield (Director of Training for Missional Ministry). He has oversight of the Team and, as a member of Archbishop's Leadership Team, has the primary responsibility to ensure the Team is supporting the diocesan response to God's mission.

The other half time Archdeaconry Training Adviser for East Riding is the Revd Canon Elaine Bielby. She is also the Diocesan IME 2 adviser.

The other Team members are:

- Revd Canon Angela Bailey (Diocesan Lay Development Adviser and Cleveland Archdeaconry Training Adviser)
- Mrs Lynn Comer (Director of York School of Ministry and of Reader Training)
- Mrs Jo Jones (half time tutor on York School of Ministry)
- Revd Canon Terry Joyce (Diocesan Clergy CMD and York Archdeaconry Adviser)
- Revd Dr Catherine Reid (part-time IME 2 adviser, Cleveland Archdeaconry)
- Mrs Ali Ward (part-time Listening Co-ordinator)
- Revd Peter Watson (part-time IME 2 adviser, York Archdeaconry)
- Miss Cathy Lane (Team Administrator)
- Mrs Wendy Shaw (part-time YSOM Administrator)

Gavin Wakefield

January 2018

Role Description

Archdeaconry Training Adviser for the East Riding (0.5 FTE)

1. CONTEXT

1.1. The Diocese of York and the Archdeaconry of the East Riding.

2. PRIMARY PURPOSE OF THE POST

2.1. As a member of the Diocesan Training Team, the Adviser will provide encouragement and training in support of lay and clergy development in parishes, deaneries and, where appropriate, chaplaincies across the archdeaconry. The diocese is launching an ambitious strategy for growth. The post holder will have the opportunity to be involved in developing imaginative and innovative responses to the needs of individuals, parishes and benefices as they seek to implement the new strategy.

2.2. In collaboration with the other members of the Training Team, especially other Team members in the archdeaconry, he or she will seek to ensure that the laity and clergy of the Archdeaconry of the East Riding have the appropriate skills and support offered to enable them in Christian mission and ministry. In each of the following duties and responsibilities there are colleagues in the Training Team available for support and partnership working, especially the Revd Canon Elaine Bielby.

3. PRINCIPAL DUTIES AND RESPONSIBILITIES

3.1. To work with the Diocesan Training Team in designing, delivering and promoting training at parish, deanery, archdeaconry, diocesan and RTP level as appropriate, in order to support the developmental needs of both laity and clergy.

4. Lay development

4.1. To enable the growth of lay people in missional ministry through delivery of diocesan-provided lay training, especially the Recognised Parish Assistants scheme, within the archdeaconry, and in collaboration with other members of the Training Team.

4.2. To contribute to the York School of Ministry hub in Beverley, including being module director for at least one suitable module on the Common Awards programmes each year. To be a member of the York School of Ministry Management Group.

4.3. To encourage the take up of lay training opportunities by being aware of training and educational resources offered within and beyond the diocese.

5. Clergy and Reader development

5.1. To make contact with all clergy new to the archdeaconry to facilitate their induction, cooperating with Revd Canon Elaine Bielby in the sharing of this responsibility.

5.2. To support the delivery of training needs for clergy and Readers identified and agreed as a result of the Ministerial Development Review process and any other diocesan review processes. As part of this role to administer the clergy CMD grants scheme and Extended Study Leave applications in the archdeaconry, liaising with Elaine Bielby.

6. Parish development

- 6.1. To assist parishes in reviewing and developing their life, in line with the developing diocesan strategy, and including the use of the Leading your Church into Growth programme.
- 6.2. To work creatively with churchwardens and others to equip laity to continue to grow and lead their church(es) during a vacancy, using both established and innovative approaches to learning and development.
- 6.3. To monitor and report to the DTMM on the effectiveness of training carried out across the archdeaconry under the auspices of the Training Team.
- 6.4. To work with colleagues to highlight good practice from within the archdeaconry (e.g. in mission and evangelism, stewardship, lay leadership and ministry, social care and action, political awareness, liturgical development, worship leading, use of buildings), for mutual encouragement and action, especially using the diocesan website.
- 6.5. To relate to colleagues in other dioceses, denominations and institutions, especially the Yorkshire RTP, who have similar responsibilities in order to keep a broad perspective, share resources and expertise and to offer joint training initiatives wherever possible.

7. General aspects

- 7.1. To participate in appropriate continuing ministerial development, including an annual retreat.
- 7.2. To participate in annual review with the Director of Training for Missional Ministry.

8. COMMUNICATION AND CONTACTS

- 8.1. Key Working relationships
 - 8.1.1. Key Working relationships for the post holder will be with the Director of Training for Missional Ministry, the other members of the Training Team, the Bishop of Hull, and the Archdeacon of the East Riding.
- 8.2. The post holder will work closely with the following contacts:
 - 8.2.1. Diocesan Contacts
 - 8.2.2. Other senior staff in the diocese. Area Deans and Lay Deans in the archdeaconry.
 - 8.2.3. External Contacts
 - 8.2.4. Colleagues in other dioceses and denominations who are responsible for lay and clergy training, especially within the Yorkshire RTP. The National Advisers for lay and clergy training and ministries.

This role description provides a guide to the duties and responsibilities of the post and is not an exhaustive list. The post holder may be asked to undertake any other relevant duties appropriate to the post. The role description will be amended over time, in full consultation with the post holder, to meet the needs of the Diocese, and as the Training Team itself develops.

PERSON SPECIFICATION

Prepared by the Bishop of Hull and the Director of Training for Missional Ministry (January 2018)

	ESSENTIAL	DESIRABLE
Knowledge and Experience	A lively Christian faith grounded in worship, prayer, reading of the Scriptures and all studies that will deepen your faith and fit you to bear witness to the truth of the gospel and resource and sustain this work. Evidence of creativity in theology, spirituality and ministry. Attentive to trends current in society today leading to a sensitive missional awareness.	Wide experience of the range of the Church of England, theologically and across social contexts. Experience of encouraging learning in non-book cultures.
Qualifications and Training	Evidence of theological study to degree level, or diploma level plus other relevant experience and qualifications. Commitment to initial and continued ministerial development.	Theological study to postgraduate level.
Skills and Abilities	An enthusiasm for being with people and experience in the delivery of adult learning. An ability to work with the range of traditions in the Church of England. The ability to communicate and inspire theologically and help others own the mission priorities of the diocese. The ability to work as part of a team and also to work independently. An ability to work with supervision at a distance, under pressure and sometimes on own initiative. Excellent time management skills and the ability to identify prioritise and achieve objectives. Excellent written and spoken communication skills. Good presentational and I.T. skills.	
Personal Qualities	A passion for developing the ministry of the whole people of God, and a proven track record in achieving some aspects of this. An ability to relate well to a wide range of people and to show pastoral sensitivity and tact. Enthusiastic and personable.	A proven track record in enabling some aspect of ministerial development.
Circumstances	In order to fulfil the ministerial requirements of this post, the post-holder will be an episcopally-ordained priest of the Church of England or of a church in full communion with it and must be eligible to hold the Archbishop's licence. ¹ At least three years' experience in ordained ministry. Willing and able to travel extensively and independently within the Diocese. Able to work flexibly within the requirements of the role, including being prepared and willing to work outside office hours (including evenings and week-ends) as a normal feature of the post.	

¹ This is a Genuine Occupational Requirement under section 7(3) of the Employment Equality (Religion and Belief) Regulations 2003 meaning that as a condition of appointment the post-holder must be eligible to hold the Archbishop's licence or authorisation.

TERMS AND CONDITIONS OF EMPLOYMENT

Employer	The York Diocesan Board of Finance (YDBF)
Line Manager	Director of Training for Missional Ministry
Senior Line Manager	Bishop of Hull
DBS Disclosure	Satisfactory Enhanced DBS Disclosure is required for this post
Probationary Period	Appointments are subject to a 6 month probationary period
Hours	This is a half time post
Mileage	A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post (currently 45p per mile for the first 10,000 miles p.a.).

Gavin Wakefield
January 2018