

Person Specification

	Essential	Desirable
Qualifications	Ordained Priest (incumbent status) within the Church of England	
Experience	Leading parishes and individuals in growth and discipleship, including growing a church	Developing and supervising a pastoral team
	Working collaboratively with others and nurturing leadership qualities and vocations	Involvement in schools and community groups
	Working collaboratively with local leaders, pastoral care team, congregations and communities	
	Encouraging harmony between churches of different traditions. Building unity both across the benefice and ecumenically	
Knowledge and Skills	A commitment to excellent safeguarding practice which seeks to protect the most vulnerable in our communities.	
	Demonstrating vision and strategic thinking, and the ability to enable change	
	An understanding and commitment to valuing equity, diversity and inclusion within our communities	
	A good preacher	
	Able to engage with the styles of worship and traditions across the churches	Able to encourage and develop new styles of worship and outreach
	An understanding of the role of health and safety in ministry	
	Confident in talking about generosity of giving	

	Essential	Desirable
	IT literate	
	A good communicator and listener, caring and discerning	
Personal qualities	Mission-focused, with a passion for bringing people to faith.	
	Committed to personal prayer and spiritual growth	
	Understanding of and commitment to the strategic objectives and Plan for Change and Renewal of the Diocese	
	Willingness and ability to travel across the benefice and deanery	Full UK driving licence and access to own transport

ROLE DESCRIPTION

Context

The service of ordination for priests begins like this: *‘God calls his people to follow Christ and forms us into a royal priesthood, a holy nation, to declare the wonderful deeds of him who has called us out of darkness into his marvellous light.’* It goes on, *‘The Church is the Body of Christ, the people of God and the dwelling-place of the Holy Spirit. In baptism the whole Church is summoned to witness to God’s love and to work for the coming of his kingdom.’*

The service then says, *‘Priests share with the bishop in the **oversight** of the Church, delighting in its beauty and rejoicing in its well-being.’*

Everyone who is baptised has a part to play in the work of pointing to, building up and working for the Kingdom, and the church is the community of people engaged together in that shared work. As an Oversight Minister, the priest’s role is to enable everyone who makes up this beautiful thing that we call ‘church’ to play their part in that work, spotting gifts, equipping and training people and sending them out into their God-given kingdom shaped calling.

With deep roots in Scripture and tradition, Oversight Ministry is in continuity with other ways of exercising priestly ministry. It is however substantially different from a traditional parish priest role in its focus on enabling the whole people of God to participate in the whole mission of God, rather than on leading individual church congregations.

Underpinning the specific role requirements (see below), all Oversight Ministers will therefore need to be:

- Committed to safeguarding as a foundation for all ministry
- Committed to their own discipleship, learning and life of prayer
- Committed to a model of leadership that releases gifts, encourages others and takes risks for the kingdom

- Committed to mutual accountability; to holding others to account for their responsibilities and being held to account in turn
- Committed to collaboration, partnership and team working

Key purpose of this role

Oversight Ministers lead a 'community of communities' that includes traditional church congregations, pioneers, new worshipping communities, schools, fresh expressions and other groups and communities. Wherever possible these groups will take responsibility for their mission and ministry and will have an identifiable local leader. The Oversight Minister will need to be ordained in the Church of England at incumbent status.

Main responsibilities

1. As a Leader of a community of communities

- Build a collaborative culture and grow teams
- Embody a 'we' rather than 'I' way of working
- Work to implement relevant parts of the deanery plan and diocesan plan for change and renewal both locally and across the deanery
- Understand the importance of clear, advance communication

2. Equipping the saints

- Identify and support the gifts of the whole people of God
- Clarify responsibilities and support people to meet them
- Nurture, train and inspire people for the mission of God
- Encourage and enable people to take risks, learn lessons and try again

3. As a Leader of mission

- In partnership with Local Leaders, develop an overall vision for mission and service
- Develop and lead plans that turn vision into reality, enabling Local Leaders to make them fit for their context

- Facilitate and lead
- Supervise and hold people accountable
- Work in partnership with other agencies

4. Be Faithful in prayer

- Pray, worship and study Scripture, and lead others in doing so
- Act as a Minister of Word and Sacrament
- Pray with, and for, the people and communities they oversee, and with deanery colleagues
- Support, teach, guide and mentor those they lead, identifying leaders among them
- Look for, and celebrate the signs of the kingdom in the kingdom in the communities they serve

5. Safeguarding

- Grow a healthy church, watching over the well-being of the whole people of God by adhering to the Diocese of Truro's safeguarding policy and procedures as well as any other related laws.
- Do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable.
- Remain up to date with DBS requirements and safeguarding training at the level appropriate to the role.
- Encourage and support those they lead and work with to establish and maintain a culture of safety in all areas of community life.

6. Governance and Finance

- Ensure the effective management of any budgets for which the role is responsible, and follow accounting and reporting procedures required by the TDBF
- Ensure that those with legal responsibilities for finance, data protection, employment, health and safety, property, etc. have

the necessary training and skills to be able to execute these duties responsibly and appropriately.

7. Learning and Development

- Keep up to date with their own professional and ministerial development and good practice, including attending Bishop's Study Days, relevant Accompanied Ministry Development (AMD) and Continuing Ministerial Development (CMD) events.
- Actively participate in Ministerial Development Reviews (MDR) and Pastoral Supervision.

8. Health, Safety and Wellbeing

- Adhere to the Diocese of Truro's and the PCC's health and safety policies and procedure as well as any other related laws and do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.
- Take care of their own wellbeing in line with the diocesan clergy wellbeing plan.

9. Equity Diversity, Inclusion and Justice

- Undertake all of the above in line with the Diocese's EDI strategy and plan.

10. General

- Attend and actively participate in Deanery chapter meetings