

Vicar of Warfield

ROLE DESCRIPTION

SECTION ONE: DETAILS OF POST

Role title:	Incumbent
Type of Role:	Full time stipendiary
Name of benefice:	Parish of Warfield
Episcopal area:	Diocese of Oxford
Deanery:	Bracknell
Archdeaconry:	Berkshire
Conditions of Service:	Please refer to Statements of Particulars document issued in conjunction with this role description
Key contact for Clergy Terms of Service:	This role falls within the Clergy Terms of Service formally known as Common Tenure. The Archdeacon of Berkshire is the designated person by the Bishop of Oxford to issue the Statement of Particulars for the post holder.
Accountability:	<p>Priests share with the Bishop in the oversight of the Church.</p> <p>Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the Archdeacon and Churchwardens about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry</p>
Additional Responsibility:	N/A

SECTION TWO: CONTEXT

Wider Context

The Diocese of Oxford and the Archdeaconry of Berkshire

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings. Working alongside the Bishop of Oxford we have three Area Bishops who exercise considerable strategic and pastoral oversight for their areas.

In the last few years a common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be: a more Christ-like Church for the sake of God's world; contemplative, compassionate, courageous.

Together we have identified five focus areas:

- Christian formation and discipleship
- Growing new congregations
- Serving our schools, children and young people
- Environmental Action
- Addressing poverty and inequality

These are not a description of everything that we do and will not all be reflected in the vision for each parish church, but these priorities are being supported centrally by resources and training.

The diocese is inviting benefices and their clergy to share a vision rather than demanding a response. It wants all its clergy to be motivated by hope rather than being driven by anxiety, and thereby to flourish in their ministry.

It is hoped that clergy appointed into the Archdeaconry of Berkshire will want to commit to this vision and encourage their benefices to share in becoming a more Christ-like church for the sake of God's world.

Local Context (including deanery information)

About the Parish

Warfield Church has an open evangelical and gently charismatic tradition and meets as a number of worshipping communities across Warfield - one Church, meeting in multiple locations, bound together with a common commitment to communicate the love of Jesus. We're an all-age community that strives to include everyone in worship, reflecting a range of worship styles.

Our Mission: Warfield Church aims to share the love of Jesus with the world, by

- connecting people to Jesus and each other
- equipping people for their God-given calling and
- releasing people into God's mission in the world.

2024 saw significant change to our ministry team with the departure of our vicar, two associate ministers, our children, youth & families pastor, and our youth pastor. They left at different times and for different reasons. 2025 will see the retirement of Revd David Brown, and Revd David Chislett completing his curacy. It is expected that the new vicar will want to be appointing an associate minister soon after their arrival. Given the importance of children, youth and families to the church, we have begun the recruitment of a new Children, Youth & Families Pastor.

As part of the national conversation about the use of the Prayers of Love and Faith (PLF), during the first half of 2024 Warfield Church held several meetings, culminating with a PCC meeting when a majority of the PCC expressed the opinion that, if asked by a future incumbent or an applicant for the post, they sensed that the mood of the PCC and the church would lean towards the use of the Prayers of Love and Faith. In making the decision, the PCC acknowledged that not all church members agreed with the direction, and pastoral care will need to be provided to support those feeling disappointment, discomfort, or distress.

About the Deanery

Bracknell Deanery is relatively small, (8 parishes with around 18 worship centres) and serves the Bracknell and Ascot area. With a wide range of traditions represented across the Deanery, the different churches honour one another, work well together, and support each other whenever and wherever they can. For the current Synod triennium, the primary focus of the Deanery is on mission and ministry directed towards Children, Youth, Families, and Schools.

SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

General:

A. To exercise the cure of souls shared with the bishop in this benefice in collaboration with colleagues, including the praying of the Daily Office, the administration of the sacraments and preaching

B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including

- bringing the grace and truth of Christ to this generation and making him known to those in your care
- instructing the parishioners in the Christian faith
- preparing candidates for baptism and confirmation
- diligently visiting the parishioners of the benefice, particularly those who are sick and infirm
- providing spiritual counsel and advice
- consulting with the Parochial Church Council on matters of general concern and importance to the benefice
- bringing the needs of the world before God in intercession
- calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins
- blessing people in God's name
- preparing people for their death
- discerning and fostering the gifts of all God's people
- being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us

C. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ

Key responsibilities specific to the local situation

Bearing in mind the local situation (as described in detail in the Warfield Parish Profile) we are looking for a shepherd who can listen to, gather and reinvigorate a strong team of disciples. God has gifted us with varied skills and a desire for unified working together to glorify God.

Can you bring an ear, listening for God's insight, and a strategic mind to direct and set healthy patterns for a sustainable pursuit of God that draws people in?

Are you a team player, willing to lead, empower and collaborate? We are used to working with empowered lay leadership teams who want to support you.

We're looking for a vicar who will

- listen, be understanding, approachable, and responsive to the needs of both church and community
- relate easily to children, young people and families both in and outside church
- be a team player, willing to share and develop ideas with others
- develop confident leaders to enable us to grow deeper and increase our outward focus
- be open to development and new directions, enabling us to be courageous
- be bold and imaginative in developing multi-generational worship
- oversee the provision of spiritual counselling, pastoral care and support

The person appointed will:

- **Leadership and working collaboratively**
Be a *'servant leader'* for the whole church and *'leader of leaders'* for both clergy and lay leaders and PCC, all in a collaborative manner such that the whole is more than the sum of the parts.
- **Personal development and spirituality**
Take care of her/himself, and facilitate the mentoring, training and development of women and men in leadership positions, based on equality of opportunity and merit.
- **Mission and Outreach**
Implement the mission strategy of Warfield Church as described in the Parish Profile, not just for Warfield Church itself but also to assist nearby parishes who request support in their efforts, and missions at home and abroad.
- **Worship and preaching**
Lead worship services, including Holy Communion and other regular services, special services, and other liturgical events. Deliver sermons that promote biblical knowledge, spiritual growth, and discipleship, with particular emphasis on the gospel's application to our lives in today's world. She/he will foster and encourage our service leaders and musicians as they continue to lead us in our modern, contemporary style of sung worship, and will encourage all of us to become and remain open to the bidding of the Holy Spirit.
- **Pastoral Care**
Make personal visits and ensure that pastoral care is available throughout the congregations and communities.
- **Stewardship and organisation management**
Exercise stewardship of the resources God has given us, both human and financial, making the most of the wonderful band of volunteers in each of the congregations. She/he will oversee Warfield Church with due regard to PCC policies and employment law.

The key responsibilities listed above may be supported by long and short-term objectives to be agreed between the Archdeacon and churchwardens.

Other responsibilities

- Participate in the Bishop's Ministerial Development Review scheme and engage in Continuing Ministerial Development
- Be fully engaged with parish, diocesan and national church safeguarding policies and guidelines
- Carry out any other duties and responsibilities as required in line with the benefice needs. This could include serving on the Board of Governors at Warfield CE Primary School, which is located in the parish, and as a trustee of the Brownlow Memorial Hall Trust,
- Take care for their wellbeing, including health and safety, and building a good repertoire of spiritual and psychological strategies

SECTION FOUR: BENEFICE SUMMARY

The Benefice of Warfield

Benefice: Warfield

Patron(s): Bishop of Oxford

PCCs: Parochial Church Council of the Ecclesiastical parish of Warfield

Churchwardens: Andy Colpus, Phil Durbin

Ministers: Revd David Brown (Senior Minister due to retire Easter 2025) Revd David Chislett (Curate, due to complete his curacy in 2025)

Benefice paid staff: Youth Pastor in recruitment, Mr Alan Ridell (Operations Manager), Ali Wilkins (Finance & Occasional Offices Administrator) and Morgan Pearcey (Admin Assistant, inc support for Children, Youth & Families)

Benefice unpaid staff/ volunteers: > 100

Buildings: St. Michael's Church (medieval, recently refurbished), St. Andrews Church (modern), Parish Rooms, and one Church owned house (in process of being sold)

Churchyard(s): One churchyard (closed), one graveyard (open)

Church Tradition: Open Evangelical and gently Charismatic (i.e., open to the gifts and leading of the Holy Spirit.)

Pastoral Reorganisation proposals: None

For more detailed information, please refer to the Parish Profile.

KEY CONTACTS FOR THE ROLE

Generic and specific to the role

Groups & committees

- The PCC
- The Warfield Leadership Team
- Deanery Chapter
- Deanery Synod
- Deanery Pastoral Committee

In the benefice

- Churchwardens
- Ministerial Colleagues
- Congregational Leaders
- Brownlow Trust Management Representatives
- Head teacher(s) of local school(s)

Support structures

- Area Dean
- Area Bishop
- Archdeacon
- Staff at The Diocesan Office with key responsibilities for various aspects of supporting parish ministry

SECTION FIVE: OTHER

This role description is issued alongside and 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
- Diocesan Clergy Handbook
- Parish Profile
- Parish Development Plan or Mission Action Plan
- Any objectives discussed and agreed between the post holder and the supervising minister

Role description signed off by: The Venerable Stephen Pullin, Archdeacon of Berkshire

Date:

Benefice of Warfield - Vicar

Person Specification

Character

Someone who can you help us to:

- be open to development and new directions, enabling us to be courageous
- develop confident leaders to enable us to grow deeper and increase our outward focus
- discern God's plan for the next stage of Warfield's ministries
- navigate the way forward and provide pastoral support to those who are struggling with the decision with regards to the use of the Prayers of love and Faith
- add to the many years of work already done in our local schools, and with children and youth through our own church run activities

Qualifications/Training

Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Have satisfactorily completed Initial Ministerial Education
- Willingness to engage in further training to develop skills and enhance knowledge appropriate to this role

Experience

Essential

- Vision setting and team development
- Discernment and nurture of gifts in others
- Management of change in teams and congregations, including prioritisation of key objectives
- Engagement with and pastoral support for people of all ages

Desirable

- Intergenerational approaches
- Active engagement with schools, children and youth ministries
- Experience as a line manager of paid employees

Knowledge/Skills and Competencies

Essential

- Leadership skills to include
 - ability to share leadership generously while retaining the ability to hold colleagues to account
 - ability to motivate, inspire and effectively coordinate lay leaders and volunteers in a collaborative manner
- Ability to preach well in a variety of styles for a variety of audiences
- Ability to identify and respond to opportunities for mission
- Ability to use common IT programmes such as Word

Desirable

- Ability to use social media platforms such as Facebook as appropriate to this role

General Attributes

Essential

- A willingness to love those God has placed you amongst
- A good communicator and listener
- Ability to manage own well-being/workload through effective prioritisation and to welcome support for this from inside and outside the parish
- Resilience
- The ability to work to a Safeguarding Policy