



# RECTOR OF SANDWICH AND WORTH

## A Message from the Bishop of Dover



Welcome and thank you for taking an interest in the role of Rector of Sandwich and Worth. You will see from the profile some of the specific things that the parishes looking for – and a little of what the team here hopes the future may look like. Of course, part of your discernment process in coming to this role is gaining a sense of the bigger picture of us as a diocesan family, our vision, and priorities for the future.

### Who we are

Founded in 597 by St Augustine, Canterbury Diocese is the oldest diocese in England and has a special place in the life of the national and worldwide Church. With its iconic Cathedral it forms a focal point for the life of the whole Anglican Communion, offering a spiritual home and place of pilgrimage for people from every nation and walk of life.

Kent is renowned as the ‘Garden of England’ and this rural heart is core to our identity – yet the communities we serve are very diverse. Our Diocese stretches from Maidstone to Thanet, from the Isle of Sheppey to the Romney Marsh. We have 350 miles of coastline with historic ports and seaside resorts, alongside rural communities, market towns and commuter-belt urban developments. Affluent areas often sit alongside pockets of major deprivation, offering an exciting and challenging mission context.

### Where we are heading

At the heart of all we do is a vision of transformation for ourselves and our communities: no one can encounter God and remain unchanged. Increasingly, in our diocese, we want to become a Christian community transformed through encounter with Christ, overflowing to transform and bless the families, homes and communities we serve in Kent: *Changed Lives* → *Changing Lives*. In your role, in your place, we will be looking for you to join in with what God is already doing and play a crucial part in making this vision a reality.

*Changed Lives* → *Changing Lives* unites us in purpose but will be expressed in different ways according to what makes sense for different parts of our diocesan family. It is also a living strategy





– as we listen to God and one another, the shape of our work together will undoubtedly change and grow. In December 2020 I wrote to all the Deaneries to ask them to consider, in light of all we have experienced over the last few years, what their mission priorities are and how their deanery should be shaped in order to flourish and be sustainable. In response every Deanery has set their own starting place to move forward from. Along with the plans of each deanery, Sandwich Deanery's response is being updated in the light of local experience, and you could be part of developing their vision for the future. All these reports and our Diocesan response can be found in [\*Towards a Flourishing and Sustainable Future\*](#). We are now updating this document to shape our mission going forward and we intend to publish an update in the autumn.

To find out more about this post please contact the Archdeacon of Ashford, the Venerable Darren Miller (01233 712649/[darren.miller@archdeacashford.org](mailto:darren.miller@archdeacashford.org)). You would also be welcome to have an informal discussion with the Area Dean, the Revd Chris Spencer (01304 372587/[chris.spencer@stgdeal.org](mailto:chris.spencer@stgdeal.org)).

### **Our commitment to you**

We know that supporting healthy, flourishing ministers (lay and ordained) is crucial for a healthy, flourishing diocese. Therefore, we offer the '**Canterbury Diet**' to all our new incumbent ministers – this is an intentional programme for ministerial development, health, growth and faith. If a lay appointment is made to this post, we will endeavour to provide equivalent support to you. We offer pastoral supervision and spiritual accompaniment, an invitation to be part of residential training programmes focused on learning, leading and mission, action learning sets, as well as a range of specialised training events, and other regular opportunities for growth in prayer and spirituality.

In short, I hope that you will be as excited by our vision, priorities and opportunities as we are. Be assured of our prayers as you consider your next step in ministry.

**The Rt Revd Rose Hudson Wilkin**  
**Bishop of Dover and Bishop in Canterbury**





## Archdeacon's Introduction

As is clear from the benefice profile, **Sandwich and Worth** offers some challenges but also many strengths. These are parishes that are confident in their tradition which is gently catholic and strongly choral, where the pastoral offices have been taken seriously, quality worship is offered and time is taken in deepening faith through teaching opportunities through the year. The Church's service to its community has been expressed through very good civic links and there is an excellent relationship with [Sir Roger Manwood's School](#). All of this, alongside PCCs that are aware of the need to build on these strengths and revitalise aspects of the life of the churches and explore new elements that can enhance the mission and ministry of the benefice, gives an exciting place for the right priest to make a real difference, working alongside the people of these churches.

I believe that the priest for this post will be someone who is rooted in incarnational ministry, sacramental worship, ready to explore new possibilities and having a collaborative outlook and style. There is a good ministry team in the benefice to work with, as well as colleagues in the deanery and wider diocese, all working to help the church speak authentically to our communities and grow its effectiveness. As you will have seen from Bishop Rose, we are working together as a diocese to become a flourishing and sustainable church, encouraging local expressions of what can make a difference for the local church. We hope that you as Rector of Sandwich and Worth can help be part of that difference for this part of Kent, as well as share your skills and experience with colleagues in the deanery and beyond. I would see cooperation with the neighbouring benefice of Eastry and Woodnesborough as a key to mutual support in mission for the future.

You will see from the 'Canterbury Diet' that support for you in ministry is important to us. Our Mission and Ministry Framework has the expertise to support parishes in their engagement with mission and we encourage clergy to participate fully in local chapters for mutual support and learning. If I can help you in any way in your discernment of this post, please feel free to contact me (01233 712649/[darren.miller@archdeacashford.org](mailto:darren.miller@archdeacashford.org)).

With my prayers as you discern whether God is calling you to serve in Sandwich and Worth.

**The Ven Darren Miller**  
**Archdeacon of Ashford**





## The Canterbury Diet for Incumbents and Priests in Charge

<p>After licensing the Incumbent meets with the Director of Mission &amp; Ministry who introduces the priest to the</p> <p style="text-align: center;"><b>Canterbury Diet</b></p> <p style="text-align: center;">and offers a</p> <p style="text-align: center;"><b>Pastoral Supervisor</b></p> <p style="text-align: center;">with whom she/he meets not less than four times per year</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">How are we attending to good relationships and collaborative ministry?</p> <p style="text-align: center;">Golden threads</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice?</p>
<p style="text-align: center;">Ministers acquire a</p> <p style="text-align: center;"><b>Spiritual Accompanier</b></p> <p style="text-align: center;">and meet regularly, recommended 6-8 weekly</p>	
<p>In the first two years the Incumbent or Priest in Charge attends the</p> <p style="text-align: center;"><b>Ministry Training Programme</b></p> <p style="text-align: center;">Monday to Friday residential courses generally held in Bruges</p> <p style="text-align: center;">Week One : <b>The Minister as Learner</b> (January, soon after licensing)</p> <p style="text-align: center;">Week Two: <b>The Minister as Leader</b> (June, of the same year)</p> <p style="text-align: center;">Week Three : <b>The Minister as Missioner</b> (January, the following year)</p>	
<p style="text-align: center;">Participation in the annual</p> <p style="text-align: center;"><b>Ministerial Development Review</b></p> <p style="text-align: center;">Meet with Consultant Reviewer, complete a Personal Development Plan; meet with Archdeacon a year later and update the PDP, and so on, with opportunity to review Pastoral Supervision and Spiritual Accompaniment. Also meet with the bishop <u>during the course of the two-year cycle</u>.</p>	
<p style="text-align: center;">As able, participate in professional ministry courses:</p> <p style="text-align: center;"><b>Management Skills Course</b></p> <p style="text-align: center;"><b>Working with Conflict</b></p> <p style="text-align: center;"><b>Leading Change</b></p> <p style="text-align: center;">each a two by one day course, offered regularly at advertised times through the year</p>	
<p style="text-align: center;">Participation in four</p> <p style="text-align: center;"><b>Wellbeing Courses</b></p> <p style="text-align: center;"><u>two hour</u> evening meetings, two offered per year</p>	
<p style="text-align: center;">Participate in relevant</p> <p style="text-align: center;"><b>Continuing Ministry Development Events</b></p> <p style="text-align: center;">at advertised days and times</p>	





# OUR DIOCESAN VISION

## Changed Lives, Changing Lives

By God's grace we want to be a people who are...

...confident & creative disciples of Jesus Christ

...rooted in scripture & drenched in prayer

...living gratefully, giving generously, caring for creation & sharing the gospel

...growing in number & expectations – of God & ourselves

...motivated by justice & love, open to the Spirit & ready for adventure!

## Therefore we will ...

'Therefore we will...' is a recognition that words without actions are empty. It is a commitment to taking real steps *now* to make this vision a reality *soon*. The current actions that flow from this vision - both at a diocesan level and in our deaneries - are outlined in detail over the rest of this document. Of course, these actions will change and develop over time - and we would encourage our parishes to consider this vision carefully for themselves, to explore together what actions they will commit to take, what their local 'Therefore we will...' might look like.

