

You've read our Parish Profile, now decide if you feel called to lead our vibrant parish. We have been praying for our Lord to lift up the person he is calling; we know that through continued prayer and guided discernment that we will find his chosen servant who will be our next Rector.

We are looking for our new leader who will show these gifts and qualities:

- A strategic, visionary Christian energised by the diverse profile of our parish
- A prayerful, relational and resourceful listener with a passionate, pastoral heart
- A Spirit-led preacher who, using their God-given gifts and theological insights, will draw us into a deeper understanding of the Bible and its relevance in our daily Christian life
- A leader who identifies, develops and empowers others in ministry, through encouragement, training and trust whilst encouraging everyone to seek growth through their spiritual gifts
- The ability to manage the needs of a large parish through a small team of 2 SSMs and 2 clergy with PTO as well as an SSM and LLM in training plus a large team of volunteers
- A desire to see Kingdom growth across cultural boundaries within Cove
- A passion for supporting our wider community of Christians and those who do not yet know Jesus through provision, love and action

Job Role and Person Specification

As our new Rector, you will be an ordained priest within the Church of England and will have worked in active and varied church environments.

Together with the support of the SSMs, clergy with PTO, staff and other leaders, you will hold overall responsibility and oversight for our services, ministries and mission detailed within this profile. You will act as the public face of our 2 churches and Foodbank in and around Cove Parish and will be involved actively in the life of our community.

Within this role you will have the operational responsibilities of a large, diverse parish including leading the staff team, direct line management of our 2 SSMs, 2 clergy with PTO, children and youth workers, admin team, operations and finance as well as our Foodbank Manager; this is currently a total of 11 roles.

This will include leading the various core meetings such as staff, PCC and ministry teams; you will also be expected to have weekly roles in many of the parish services. In addition, you will chair the meetings of PCC, Foodbank Management, Cove Educational Trust and Discretionary Committee.

You will drive our objectives as described in our Church Development Plan (CDP), set the longer-term vision and, in conjunction with our Treasurer, ensure our financial budget can support our goals.

These are the qualities, experience and competencies that we are seeking:

Personal Qualities

- A 'people person' - with an ability to encourage us to unite in love; being approachable and down to earth, valuing all members from the youngest to the oldest whatever their tradition.
- Seeking to grow in faith and extend your own relationship with God
- Resilient, confident and determined - with a sense of humour bringing and fostering enjoyment, laughter and a sense of fun

Experience

- Previously worked within a broad-ranging organisation in a leadership or oversight role.
- Experience of ministry within a broad team of staff, lay and ministry leaders and volunteers.
- Experience in working across a range of traditions, comfortable with leading and enabling worship in a variety of styles.
- Involved in the discernment, development and communication of the Vision in a church environment

Knowledge, Skills, Competencies

- The sensitivity and confidence to lead people into God's presence and facilitate the work of the Holy Spirit.
- The ability to develop, inspire, encourage, equip and release others (staff and volunteers) in their gifts to fulfil their ministries.
- A natural ease with our digital world.
- A strong communicator through a wide range of formats to a varied audience

Important characteristics for this role

- Disciplined in personal prayer and Bible study with a desire to encourage others and deepen our love for the Lord.
- A desire to see a church led and renewed by the Holy Spirit so that God's love and grace flow out across our community.
- An energised, strategic leader, led by God, with clear thinking and able to lead a growing Church with unity and integration across all generations, ethnicities and traditions, setting the direction of travel and enabling us to achieve this.
- A gifted and inspirational communicator, preacher and teacher of the gospel able to lead us, wherever we are on our journey, into a deeper understanding of God's message and how it applies to our lives.
- A gifted evangelical pastor able to draw people into our full range of worship styles from liturgical communion to all-age contemporary service to our energetic, family Fun@4 gathering.
- A skilled enabler and collaborative team-worker with the ability to discover, encourage and develop gifts that enables other to reach their full potential.
- The ability to work collaboratively to take staff and laity with them on our Vision journey.

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