



# Our Parish Profile

Holy Cross Church  
Bearsted  
Kent

*part of the  
North Downs Team Ministry*

*June 2024*

---

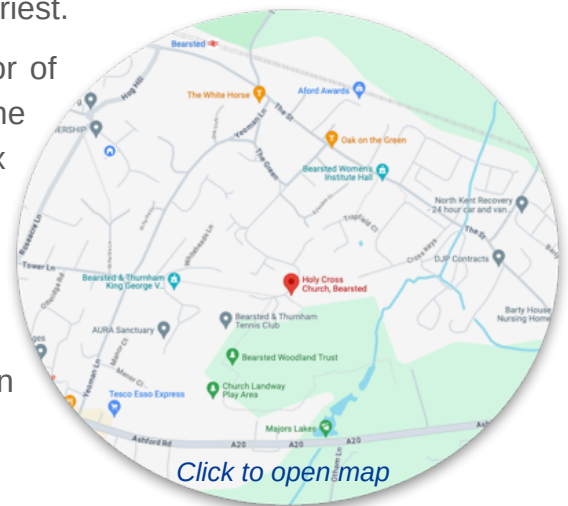
<b>Holy Cross Parish Profile summary</b>	<b>1</b>
<b>This is our Parish, Our Church, Worship</b>	<b>3</b>
Festivals	4
Prayer Ministry, Home Communion, Children	5
Home Groups, Training and Development and Lay Leadership, Our Community	6
Ministry to the Elderly, Schools, Bearsted Area Churches Together (BACT)	7
External Outreach Projects, Finance, Fundraising and Social Events	8
The Vicarage	9
Bearsted Village, Population	
Amenities, Schools, Village Activities	10
<b>North Downs Team Benefice</b>	<b>12</b>
The North Downs Ministry Team, Congregations and Worship	13
Outreach, Alpha, The Local Communities	14
Social and Leisure Activities, Schools and other Amenities, Health and Care Provison	15
<b>Parish Priest and Team Rector Role Description</b>	<b>16</b>



## PARISH PRIEST AT HOLY CROSS BEARSTED AND TEAM RECTOR OF NORTH DOWNS TEAM

At Holy Cross Church in Bearsted, Kent we are on a journey which has seen a nurturing, supportive environment develop even more deeply over the past months and are now looking for an inspirational, engaging, empowering communicator, able to embrace diversity in styles of worship, to be our new parish priest.

Our new parish priest will also be the Team Rector of the North Downs Team Benefice, which sits to the North and North East of Maidstone and covers six semi-rural parishes, including Bearsted. The Benefice was established in 2016 and is staffed by three stipendiary ministers (including this post) with a number of PTOs and lay leaders who offer invaluable service in supporting local ministry both in church and in the community.



### Who are we looking for?

We hope to attract someone with strong leadership potential and a desire to work collaboratively across the team ministry and help them reach their potential, releasing the energy and commitment of all into mission and ministry. This is a really good opportunity for someone with a sense of calling to collaborative ministry to grow in to a leadership role in a supportive and developmental environment.

### As parish priest at Holy Cross Church and Team Rector for the North Downs Benefice you:

- Have a lively and active faith in God
- Remain firm in the belief that God is for us, is active today and can (and does) transform lives

### You will also have:

- The potential to lead Holy Cross Church, with time for leading the wider North Downs team
- Communication skills that facilitate engagement with people of all ages in a diversity of settings
- A calling and desire to exercise leadership and, importantly, appreciate that this role requires collaboration with other team ministers and churches
- A creative vision for expanding the Kingdom – with a strategy for making that happen; and a sense of humour.
- Developing ministry to children and young people - a key objective for the Benefice.

## Helpful (but not essential) experience:

- The semi-rural context and the opportunities and challenges ministry in such places can bring

## At Holy Cross we can offer you:

- A strong, loving, supportive and welcoming community of souls keen to grow in personal faith and to expand God's kingdom
- A congregation that is able to pay its parish share and provide a fully quorate PCC
- Hard working and committed colleagues ready to support you in your work
- A vibrant village with lots of activities for adults and children
- Beautiful surroundings to inspire you in your work.

## And our underlying Benefice objectives are:



## Who to contact

If you feel that God might be calling you to new ministry in the North Downs Benefice, please contact the churchwardens at Holy Cross for an informal conversation:

- Sandra – [sandra@knatchbull.uk](mailto:sandra@knatchbull.uk)
- Andrew – [awknatchbull@gmail.com](mailto:awknatchbull@gmail.com)

And to discuss the role, the Archdeacon of Maidstone, The Venerable Andrew Sewell - [andrew.sewell@archdeacmaid.org](mailto:andrew.sewell@archdeacmaid.org)

**Be assured that we are praying for you and for the work that you will do with us and among us. We look forward to meeting you.**

---

## This is our Parish...

### Our Church

Holy Cross church is situated in Bearsted – a village that lies at the foot of the North Downs, approximately 3 miles from Kent’s county town of Maidstone. It extends ~1.5 miles from east to west and ~1 mile from north to south.

The church is a large, grade 1 listed building situated in an elevated position near the village green. The findings of the most recent quinquennial inspection are available on request.

An extension to the church building contains toilets, a small kitchen, church office/clergy vestry, meeting room and choir vestry. Both the church and meeting room are regularly used by village groups. The church pews were recently removed and replaced with high-quality wooden chairs, which is helping to facilitate wider use of the church building.



*Holy Cross church tower*

### Worship

There are currently 164 people on the electoral roll at Holy Cross.



*Holy Cross congregation Christmas Day 2023*

We offer a diverse pattern of worship designed to appeal to a broad spectrum of worshippers.

Our Sunday morning services at Holy Cross include Sung Eucharist using the Common Worship pattern. Services are led either by the large robed choir (accompanied by the organ) or by the Holy Cross Singers (accompanied by the piano).

Typically, the congregation for these services is around 60 people.

Choral Evensong is held once a month and every other month there is a lay-led Taize-style evening service. Recently, more than 50 people have been attending evensong.

Historically Morning Prayer was said daily in church, led by members of the staff team and attended by a few lay people. During lockdown this was temporarily suspended and a Morning Prayer on Zoom by our former curate. Now in interregnum this continues to be offered three days a week and is now lay led.

‘There is a long tradition of excellent choral singing, exceptional in a small village.’

We also offer a more contemporary service, New Way, which is also held weekly in the nearby Memorial Hall. This service has a more informal, interactive style of worship with

'I come to New Way because my children enjoy Seekers and I enjoy the bible study discussions.'

discussions, activities and contemporary worship songs led by a group of singers accompanied by a guitar or backing tracks. A typical congregation is 30–40 people. Occasionally,



*New Way service in the Memorial Hall*

'I love the modern contemporary worship songs.'

there is an evening worship service with contemporary music.

Once a month, the two congregations join together for a One Way service in the Church.

## Festivals

Festivals attract large numbers of people from our own congregation, the wider village and from further afield.

On Maundy Thursday evening there is a traditional sung Eucharist with feet washing and stripping of the altar and chancel in the church. Alternatively there is a simpler service with a shared meal in the Memorial Hall. Good Friday follows an established pattern of two hours of readings, reflections, prayer and meditation (usually led by visiting clergy), followed by the Good Friday Liturgy. Easter Sunday services are held at Holy Cross and in the Memorial Hall, sometimes with a cross-over period when brunch is served.

At Christmas, Christingle and Crib Services are well publicised in both village schools and are very well attended. In the past, we have had as many as three Christingle services in

### *Festival attendance at Holy Cross in 2023*

Good Friday	63
Easter Eucharist at Holy Cross	140 (incl 8 children)
Easter Day New Way Service	43 (incl 3 children)
Christmas Lessons and Carols	260 (incl 20 children)
Crib Services	292 (incl 108 children)
Christmas Morning (Joint)	179 (incl 16 children)

early December and two Crib Services on Christmas Eve. The choir leads an Advent Carol Service and a traditional Lessons and Carols Service. Collections from Christmas services are donated to charities selected by the Outreach Team.

We hold an annual Remembrance Sunday Service attended by both congregations. We are joined by members of the local community including current and former service personnel who are invited to join the service and wreath laying at the war memorial in the churchyard.



*A wedding celebration*

The church is also the centre of significant events in people's lives with blessings of births, baptisms, marriages and funerals, and special services to celebrate marriage (close to Valentine's Day), Mothering Sunday and Holy Cross Tide. In 2023, there were 19 baptisms, unusually only two weddings, 14 funerals in church and 14 funerals at Maidstone Crematorium.



*Remembrance Sunday at Holy Cross*

## Prayer ministry

We have a Prayer Ministry Team which is led by a non-stipendiary minister and is a strong and supportive presence in the parish. They meet regularly as a group for prayer and support and offer prayer monthly at Holy Cross and more frequently at New Way services.

## Home communion

Our Pastoral Team offers home communion once a month for those unable to attend church. Communion is also taken to parishioners in local care homes and hospitals when needed.

## Children

Seekers is our Sunday morning children's provision for New Way and One Way services during school term time. Currently, there are 14 children on the register, with an average weekly attendance of six. The age range is from 5 to 14, which is quite challenging in terms of ensuring a good balance of age-appropriate activities. Currently eleven lay volunteer leaders and helpers run the sessions on a rota basis. At the time of writing, they are also assisted by two teenagers who are volunteering as part of their Duke of Edinburgh award.

Children go straight to Seekers when they arrive and re-join their parents towards the end of the service. Sessions include games and craft activities alongside studying scripture. Members feed back about what they have been learning to the adults when they re-join the service.

Children who don't want to attend Seekers are welcome to stay with their parents. We have toy boxes at New Way and Holy Cross for children aged under 5.

In the future, we want to be able to expand our offering for children and young people in both styles of worship.

## Home groups

Our Home groups are a very important part of life at Holy Cross Church. Currently, around 50% of the congregation attend one of seven home groups in the parish. The groups meet weekly or fortnightly, mostly in people's homes, some during the day and others in the evening. Members provide support and encouragement for each other as they journey in faith, developing deeper relationships with God and each other.



*A group discussion in church*

The Home Group Leadership Team meets twice a year to share ideas on resources, to support each other and for training on topics such as developing listening skills and encouraging participation.

## Training, Development and Lay Leadership

Holy Cross is fortunate to have been a training parish for a number of curates, giving them experience of our wide range of services and bringing their fresh ideas and diversities of style to our congregations. We feel this is a gift we should continue to share. A number of lay readers and lay funeral ministers have also been trained and supported, some of whom have followed their calling into full ministry.

## Our community

There is a strong sense of community in the village and Holy Cross is seen as having an active role - hosting musical events, charity events and larger village meetings alongside its spiritual role.

There is a committed group of bell ringers who ring for most Sunday services as well as for weddings and to mark national events. The sound of them practising on a Tuesday night is enjoyed by many in the village.



*The Bellringers*

## Ministry to the elderly

Monthly afternoon teas and weekly coffee mornings are held in church. The former is led by a church member, the latter by a local couple along with the Community Warden.

We also have a team of five people available to visit the two care homes and one residential unit in Bearsted parish. The team is well known to, and welcomed by, the management and staff of all three residences. Visits are made every month. The service may take the form of a simple service of the Word or may include reserved communion, as appropriate. As music is so important, especially for the dementia residents, hymns loaded onto a tablet are played through an amplifier for them to sing along with as part of the service

## Schools

Holy Cross Church has good links with both Thurnham and Roseacre schools, supporting worship and spiritual development. Worship is led by the clergy once a week at Thurnham and fortnightly at Roseacre. Children at Thurnham School are also welcomed to regular events, such as Christmas and leavers' services, held in the church itself.

The position for the principal officiating minister on Thurnham School's Governing Board is currently held by a member of the congregation, who as well as being a Foundation Governor is the Chair.

## Bearsted Area Churches Together (BACT)

As well as Holy Cross Church, Bearsted is home to [St Peter's Roman Catholic Church](#) and [Bearsted Methodist Church](#). The three churches have been working together for decades and entered a formal covenant in May 1996. They come together for worship

several times a year, including a service to mark the Week of Prayer for Christian Unity and for carols round the Christmas tree on the village green.



*Carols on the Green*

As well as worship, there is a well-established pattern of Lent lunches, in which the Anglican churches in Thurnham, Otham and Langley also participate; an ecumenical Justice and Peace group; an annual Easter Egg Trail on Holy Saturday; and a prayer visiting scheme. The latter

sees members of all churches visit homes in the parish to ask for prayer requests which are then used during intercessory prayer on the following Sunday. The Easter egg trail regularly attracts over 250 children (plus parents and grandparents) and is a highlight of the Easter weekend for attendees and organisers alike.

---

## External outreach projects

We have a long history of raising funds and forming ongoing relationships with external outreach projects. Our Christmas collections, and those from other special occasions, are regularly split between international and local projects. In recent years beneficiaries have included Christian Aid, the Children's Society, Maidstone Homeless Care and the Beachy Head Chaplaincy. We have also held other fundraising events for organisations such as the Princess Project locally, Neema Crafts in Tanzania and to provide sanitary items for girls at a school in Zambia. This fundraising is supported by prayer, including the regular inclusion in our newsletter of prayers from Christian Aid for crisis situations around the world.

## Finance

We meet our Parish Share commitments in full and cover our other financial needs without having to draw on reserves. The most recent audited accounts (2022) are available via the Charity Commission's website or on request. Briefly, the 2023 accounts (currently unaudited) show a total income of £238,962, which includes stewardship income of £73,561 and legacies and donations of about £80,000. Expenditure amounted to £192,641, including £83,220 for our parish share.

The Raise the Roof Group was formed in 2018 to begin fundraising for extensive repairs to the church roof and tower. This income is accounted for separately from the general church income. It has so far raised around £60,000 (from events, donations and grants), most of which has already been spent on the most urgently needed repairs to the roof and guttering. It is expected that the majority of the cost of repairs will be met by grants from charitable and heritage organisations.

## Fundraising and Social Events

The Raise the Roof Group organises fundraising events through the year, culminating in the annual Christmas fair in the church. These events are seen as outreach opportunities to people from Bearsted and further afield (this also helps to broaden the fundraising base).



*A church window dressed for the Flower Festival*

Significant milestones in church life are celebrated with wine and food at church, organised by a dedicated Social Committee.



*The Christmas Fair*

This group also organises evening events, including the Maundy Thursday and harvest suppers and refreshments to accompany the APCM. They also ensure Holy Cross is represented at the carnival and other village events.



*One of the Harvest Supper "acts"*

## The Vicarage

The vicarage is a short walk from the church and is accessed via a private shared access road. It is a four-bedroomed house with an adjoining garage set in a mainly lawned garden. Downstairs there is a lounge (with an open fire), kitchen/dining room (with separate utility room), study/office, cloakroom with shower and an orangery. Two of the bedrooms (including the master) have built-in wardrobes, one bedroom has a sink.



*Vicarage front view*



*Vicarage rear view*

## Bearsted Village

Bearsted is a semi-rural village in easy reach of the Kent coast, the channel ports and the Channel Tunnel. It has good motorway links and a railway station (within walking distance of the vicarage) on the Maidstone East line between London and Ashford (Kent) and Canterbury. Buses run to Maidstone and Ashford.

The established core of the village is the village green, with its sports and play facilities and surrounding pubs, restaurants, shops and housing.

## Population

The population of Bearsted currently around 13,000, having expanded considerably in the last 50 years. While new housing continues to be built in the village, it is in relatively small developments.

The current diocesan index of multiple deprivation places the parish as comfortable but not wealthy. Most residents own their own homes. The majority are white British and the average age is in the mid-40s. The demographic of the worshipping community generally mirrors that of the village as a whole, but average age is older.

Many people commute for work either to London, Maidstone or Ashford, although there are smaller, local independent businesses.

## Amenities

Bearsted has a GP practice, two dental surgeries and Maidstone hospital is less than 5 miles distant. There is a large private hospital on the edge of the village.

The village has two libraries and is well served for restaurants, pubs, take aways and coffee shops. Village shops include a butcher's and delicatessen, a pharmacy, two petrol stations, a Co-op, Tesco Express, several hairdressers and barber shops. Between Bearsted and Maidstone is a large Tesco store, a garden centre and two small retail parks, one containing another garden centre, another butcher's shop, and a selection of clothing shops, the other housing Next and Marks & Spencer.

## Schools

Bearsted has a voluntary controlled CE infant school, [Thurnham](#), and a foundation junior school, [Roseacre](#). The schools share a site and work closely together. There are several other primary schools within the area covered by the North Downs Team Benefice (see profile below).

Secondary schools in Maidstone include four single sex grammar schools (two boys, two girls), five co-ed community schools (one a specialist school for science and technology), and Snowfields Academy – a school for young adults with special educational needs.

## Village Activities

The picturesque village green is the venue for various community events including an annual summer carnival and fayre. [Bearsted Cricket Club](#) has its pavilion and pitch on the green: the game has been played here since the eighteenth century, making it one of the oldest cricket grounds in England. Additional leisure facilities include allotments, [a tennis club](#), [a bowls club](#), two [golf clubs](#) and [football clubs](#) covering all [age ranges](#). The Holy Cross flower festival brought many of these groups, along with the Parish Council, other churches, the schools and WIs, together in an enjoyable cross-community event, which we hope to repeat later this year.

---

Villagers can enjoy many other activities/groups, which meet in church buildings or in the three community halls in the village. The



*Mixed Blessings Christmas concert in church 2023*

The [Scouts](#) and the [Guides](#) have their own land and buildings not far from the church. There are a number of choirs including [Bearsted Choral Society](#) and Mixed Blessings, a thriving local history society, and four Women's Institutes.

In the run up to the COP 26 summit in Glasgow in 2021, the [Bearsted Climate Action Network \(Bearsted CAN\)](#) was founded by three members of Holy Cross to bring together people from across the village to

address the climate crisis.

Immediately adjacent to the church is a large [Woodland Trust](#) area, which is popular with many people, particularly dog walkers.

---

## The North Downs Team Benefice...

### Area covered by the North Downs Benefice

The North Downs, designated an area of outstanding natural beauty, are located in the centre of the Garden of England.

### The Benefice

This was established in 2016. Apart from Bearsted this includes the semi-rural parishes of [Boxley, Detling and Thurnham, Hollingbourne and Hucking \(known as the Pilgrim's Way Churches\)](#), together with [Otham with Langley](#) and [Leeds and Broomfield, and Kingswood \(LBK\)](#), which can be seen on the adjacent map.

In all there are 13 places of worship, of which 10 are traditional (and rather beautiful) church buildings, as listed in the table below.



<i>Parish</i>	<i>Places of Worship</i>
Bearsted	Holy Cross Church & New Way (Bearsted Memorial Hall)
Boxley	All Saints and St Mary's Church & St John's Church, Grove Green (St John's School)
Detling	St Martin of Tours Church
Thurnham	St Mary's Church
Hollingbourne and Hucking	All Saints Church
Hucking	St Margaret's Church
Leeds	St Nicholas' Church
Broomfield	St Margaret's Church
Kingswood	Kingswood and Broomfield Village Hall
Otham	St Nicholas' Church
Langley	St Mary's Church

St Nicholas, Leeds is in the grounds of [Leeds Castle](#) (often referred to as 'the loveliest castle in the world').

## The North Downs Ministry Team

The Team consists of the Team Rector and two team vicars, one based in Otham and the other in Boxley. In the recent past, the Team has also benefitted from a curate (now a priest in her own parish) and a Church Army missionary (now retired). Beyond this, there are a number of readers, PTOs and lay leaders who offer invaluable service in supporting local ministry both in church and in the community. Boxley parish has an [ANNA chaplain](#) and there is also an established and effective Funeral Ministry Team across the Benefice. There is opportunity to grow more teams and this is an area where we hope the new Team Rector could take a lead.

Each parish has its own churchwarden(s), church officers and quorate PCC. There is also a team council, made up of the church wardens and church officers (and/or lay chairs) from the individual parishes.

## Congregations and Worship Patterns

Weekly congregations range in size and tend to be older than the general population in the villages. Although many are comfortably off, reliance on fixed incomes can pose challenges for increasing parish incomes.

Across our churches, we have a variety of service patterns, from weekly services to monthly. Most services are held on Sunday morning.

The worship style across the Benefice is broadly traditional, although many churches are open to new forms of worship.

Within the Benefice we also have two more contemporary

<b>Parish</b>	<b>Usual Sunday Attendance 2023</b>
St Mary the Virgin, Thurnham	33
St Martin, Detling	
St Mary the Virgin and All Saints, Boxley	34
All Saints, Hollingbourne	15
St Margaret, Hucking	
St Nicholas, Leeds	20*
St Margaret, Broomfield	
St Nicholas, Otham	52*
St Mary, Langley	

\*2022, 2023 not available

congregations and one all-age, family church at Kingswood. This is a lay-led church and is part of an ecumenical partnership with the Baptist and Methodist Churches. Kingswood has a dedicated children and youth worker. The Pilgrims Way churches have regular joint services.

'We feel we represent diversity in unity; an eclectic mix of people and styles bound together in Christ.'

We are endeavouring to publicise different services offered across the team to encourage attendance and broaden the types of service available to individual worshippers. The Team Council believes that there is great potential for engagement and collaboration across the Benefice, and this could also be an area for development by the new Team Rector

## Outreach

Members and clergy of the Pilgrims Way, Otham and Langley and BTK churches minister to schools and care homes in their parishes. These include the Maplewood Court and The Vale care homes in Otham parish, and the Cavell Park and Invicta Court care homes in Boxley parish. Two members of New Way provide chaplaincy ministry to the Cygnet secure mental health unit in Boxley parish. ANNA chaplain and ANNA friends throughout the Benefice help to ensure that ill-health, mobility, cognitive difficulties, or a move to a care home do not impair communal and personal spiritual life for people of all faiths or none.

## Alpha

Even before its establishment, Alpha courses were run jointly across the parishes that now make up the North Downs Team Benefice and helped many people come to faith. During lockdown, a successful online course was held that was attended by more than 60 people, including five young people. Since lockdown, we have reverted to the traditional format.

## The Local Communities

Most of these villages have well and long-established centres with residential housing and some commerce, surrounded by new housing developments. There has been extensive house building in the areas around Otham, Langley and Broomfield in the last 5 years, which has significantly increased the local population.

Demographics are generally similar to Bearsted, although housing development is likely to reduce the average age of the population, providing the opportunity to increase provision for mother and toddler groups, church-led children and youth activities, baptisms and weddings. It may also lead to requests for more diverse forms of worship.

The area is broadly one of reasonable affluence, but there are undoubtedly needs of various natures, such as loneliness, old age and challenges to health, which should be ministered into.

The parishes are located either side of the M20 between junctions 6 and 8. Bearsted and Hollingbourne have railway stations. Buses run to all of the villages (except Kingswood) but are not always very frequent, journeys may be lengthy and stopping points limited. Realistically, a vehicle will be required travel between the villages.

---

Many of the villages have strong local communities and a number of the churches play an important role in the life of their villages, continuing to be very busy with life events, community engagement and ministry in local schools.

## **Social and Leisure Activities**

There are many opportunities for walking and cycling in the area and all villages have some recreation areas for team games. There is a wide range of pubs and restaurants across the area and most of the villages have small shops or Metro-style supermarkets at petrol stations. The only larger supermarkets are Tesco and Marks & Spencer in Boxley parish and Aldi in Otham/Langley.

## **Schools and Other Amenities**

In addition to Bearsted and Thurnham schools (mentioned above), the following primary schools are located in the villages covered by the North Downs Team Benefice: [Bearsted Primary Academy](#), [Hollingbourne Primary School](#), [Leeds and Broomfield CoE Primary School](#), [Madginford Primary School](#) and [St John's School](#).

Secondary school provision is described in the Holy Cross profile above.

## **Health and Care Provision**

In addition to the practice in Bearsted, GP practices are located in Grove Green (Boxley parish) and Langley. NHS hospital services are provided by Maidstone Hospital, with additional provision being met by Pembury Hospital in Tunbridge Wells or the William Harvey Hospital in Ashford. KIMS hospital, in Boxley parish, is the largest independent private hospital in Kent.

---

## Role description

### PARISH PRIEST AT HOLY CROSS BEARSTED AND TEAM RECTOR OF NORTH DOWNS BENEFICE

*We envisage the majority of time will be allocated to the parish, with perhaps 20% being spent on matters across the team and beyond.*

#### Purpose

- Minister to the parish of Bearsted
- Ensure the smooth and efficient running of the North Downs Benefice

#### Responsibilities

- To develop a clear strategy for the Parish of Bearsted and the North Downs Benefice in keeping with the aims and objectives of the Diocese of Canterbury and to achieve financial stability
- To recruit and lead a team of staff and volunteers to achieve the objectives of the parish and benefice
- To build the Kingdom of God in Bearsted, the North Downs Benefice and the Diocese through ministry to the community and the cure of souls.
- To build congregations committed to prayer, bible study, evangelism and whole life discipleship
- To actively grow links and develop relationships with local people and organisations, both commercial and charitable to support the aims of the church
- 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 safeguarding

#### Person Specification

##### Experience

- Ordained in the Church of England for at least three years with relevant experience of typical range of duties of priest in Church of England parish ministry.
- Relevant experience of working outside or beyond the Church before or since ordination.
- Skilled at leading liturgy that is both glorifying to God and edifying to people
- Able to identify, devise and implement patterns of worship that will be appropriate for a wide variety of people, including all ages, and those not yet familiar with Christian faith.
- Proven track record of demonstrating the skills and abilities listed below.

##### Faith

- Confident in their own faith and secure in their identity as a Christian leader.
  - Able to access appropriate resources to sustain and refresh their own faith and spiritual life.
  - Practicing good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.
  - Resilient
  - Committed to praying for the church, alone and with others, to discern what God is saying and doing.
-

## Leadership

- Committed to and skilled in delivering leadership and supervision which empowers others through delegation and sharing of responsibilities, and enabling the ministries of others to thrive in worship, fellowship and outreach
- Effective in creating, communicating and delivering inspiring vision in collaboration with members of the congregation and across the team, and in developing appropriate strategy, attainable objectives and clear action steps to achieve it in reliance on God in prayer.
- Skilled at managing change and able to handle conflict calmly, creatively and effectively to promote reconciliation and improved collaboration.
- Committed to personal ministerial development and keeping abreast of appropriate ministerial education.
- Able to give pastoral care to others in such a way as to promote their spiritual and emotional growth as active ministers and interdependent members of the Body of Christ.

## Key Working Relationships

- Bishop of Dover
- Archdeacon of Maidstone
- Area Dean of North Downs Deanery and Lay Chair of Deanery Synod
- Church Wardens of Holy Cross Bearsted Parish Church
- Parochial Church Council of Holy Cross Bearsted Parish Church
- Vicars in the North Downs Benefice
- Local Community partners including church leaders of other denominations, schools etc

