

Community Mission Priest – Byker St. Michael

Diocese of Newcastle



 THE CHURCH
OF ENGLAND
DIOCESE OF NEWCASTLE

 Seeking
Sharing
Sending.

"We at St Michael's Church are adaptive and resilient and look forward to receiving a Priest who is up for this exciting next chapter in the church's life, ready and eager to explore together with us new ideas of reaching out to the residents of Byker in an engaging, enriching and encouraging way."

This role of Community Mission Priest for St Michael's Byker offers huge opportunities for a vision-led entrepreneurial priest, willing to build new partnerships across different groups, creating opportunities for meeting across boundaries and creating something new for the church in one of Newcastle's most famous urban neighbourhoods.

St Michael's is an iconic building alongside the Byker Wall, overlooking Newcastle city centre and is set within one of the most lively and diverse of the cities' communities. Over the last 15 years many efforts have been made to secure the building's future until Council funding targeted at youthwork became available. The Lighthouse Project, formed in close partnership with other Anglican churches in Byker and Walker, bid for and won a £4.5 million grant to build a youth space and redevelop the whole church building as a multi-purpose community and worship space. This state-of-the-art redevelopment has transformed what is now possible for the church and the community. The [building project](#) includes spaces for a range of different kinds of activities, including art, home-skills, music and gaming alongside an outside sport pitch and forest school space. It will be carbon net zero. The building work is on track to finish in June with an official opening in the Autumn of this year. See thelighthouseproject.org.uk for more details.

"We need an energetic and prayerful priest to bring St Michael's alive again! Byker is a very special place and the community are 100% behind this whole transformation."

St Michael's church went through a very difficult phase in the 1980s and '90s as the neighbourhood suffered from the effects of poverty and a lack of social cohesion. A group of parishes in Byker with collaborative working across the area was pioneered in the 2000s. This then came under a Bishop's Mission Order and, along with new partner parishes in Walker, became MINE: Mission Initiative Newcastle East in 2010. Clergy and lay collaboration is key to mission and ministry in and through MINE. See minebyker.co.uk for more information about current work across the area.

An unexpected offer of funding (initially for 5 years) has made this post possible and this is an exciting opportunity to strengthen and grow St Michael's and MINE's community profile as the work of the Lighthouse Project begins and develops. Key to this role is enabling the church to be a confident partner with the Lighthouse, building on existing community relationships and growing a worshipping community at the heart of the redeveloped St Michael's building.

"The building is one element and the people is the other. At St Michael's Church, we desire to grow in numbers and reach out to the community in Byker with the good news of God's love and care for all his children."

There are a lot of stakeholders involved in the church and community including the existing MINE Youth project and a growing Eden team working in the area in partnership with St Thomas Newcastle. It is proposed that the successful applicant will be supported through the Organising for Growth scheme overseen by the Centre for Theology and Community and the diocesan Mission and Ministry Team.

Byker is a short Metro (light railway) ride away from the vibrant Newcastle city centre with all the amenities, theatre, concerts, leisure and retail you would expect to find and our region is steeped in Christian heritage and history with amazing countryside, hills, woodlands and beautiful beaches, all on the doorstep.

"Byker is known for its strong sense of community and diverse cultures!

Everyone comes together to support one another. The community is a mixture of old Byker resident and new members, it's known for its generational status and most people stay. The welcoming atmosphere makes the community thrive. This is a brilliant place to be a Priest."
(Stacey Davison, Byker Resident)

Diocese of Newcastle

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Role Description: Benefice of Byker St Michael with St Lawrence

1 Details of post

- Role title: Community Mission Priest (initially for 5 years)
- Name of benefice: Byker St Michael with St Lawrence
- Patronage: The Bishop of Newcastle
- Deanery and archdeaconry: Newcastle East; Northumberland
- Initial point of contact on terms of service: The Archdeacon of Northumberland

2 Role purpose: General

- a. To share with the Bishop in the cure of souls.
- b. Ever prayerful and mindful of the responsibilities laid upon you in the Ordinal, the Canons, national Safeguarding policies, and all other relevant legislation, in accordance with the Archbishops' statement *Guidelines for the Professional Conduct of the Clergy*, your ministry will be shaped by the Diocesan vision Seeking, Sharing, Sending and marked by a generosity of spirit, an engagement with the people and situations you serve, and an openness to the promptings of God's love.
- c. Your priestly vocation demands the careful preparation for, and the leading of public worship, the imaginative proclamation of the Gospel of our Lord Jesus Christ and the loving service of all God's people entrusted to your care. Together with your priestly colleagues and lay ministers, you will work collaboratively to enable the gifts of all God's people to be developed in the Service of his Kingdom.
- d. In your priestly ministry you will take an active part in the Diocesan strategy Seeking, Sharing, Sending. This will include collaborative parish conversations and planning for mission and ministry as well as working with colleagues across the Deanery and more widely in the life of the Diocese. A number of supports are available to you through the provision of work consultants, spiritual directors and Continuing Ministerial Formation programs, and you will be expected to participate in the scheme of Ministerial Development Review.
- e. Above all, you will remember that we are called to minister by a gracious, generous self-giving and loving God, as together we seek the Kingdom, share the faith, search for truth, serve our neighbour and follow Jesus in his suffering love for the salvation of all people.

Role Purpose – Generic and Specific

- f. To take responsibility for leading and coordinating new and innovative mission and outreach in the parish of Byker St Michael with St Lawrence;
- g. To take responsibility for leading regular public worship in the parish: encourage the existing congregation, and develop new congregations, to grow in faith and in numbers through preaching, worship, teaching, prayer, and service to the community, and to lead the whole parish in the development of its vision and strategy for growth;
- h. To build, develop and grow the partnership with the Lighthouse Project, and develop the new worship space within St Michael's Church building;
- i. To evaluate, encourage and develop existing work with children, young people and schools through MINE Youth;
- j. To evaluate, encourage and develop partnership with the Eden Project;
- k. To grow and develop an active team, recognising the talents and skills of lay people, using the principles of 'Organising for Growth' (The Centre for Theology & Community);
- l. To take responsibility for occasional offices in the parish of Byker St Michael with St Lawrence;
- m. To lead the parish and church community into creative and active partnership with the other MINE churches and the wider deanery in a time of change, particularly in the sharing of wider responsibilities in mission. Active engagement with Deanery Chapter, Synod and the Deanery Development Group is expected;
- n. To be pro-active in ensuring that you continue to access new resources for your ministry and that personal spiritual nurture, refreshment and development is given priority.

3 Key contacts and relationships

Generic

- a. The Bishop of Newcastle and the Archdeacon of Northumberland;
- b. The Churchwardens and the Parochial Church Council;
- c. The Deanery Chapter and Synod;

Specific

- a. Lighthouse Project Lead – Ben Roman and the Trustees
- b. MINE youth worker Dan Ball
- c. MINE clergy – Phil Medley, Helen Gill, Tim Ferguson and the MINE Council
- d. Eden Team Leader – Nathan Hook

Supportive

- a. The Archdeacon of Northumberland
- b. The Area Dean, Lay Chair and colleagues in the Newcastle East Deanery
- c. Work consultant and/or spiritual director.

4 Benefice summary as at time of compilation

Number of parishes	One
Churches and listing	St Michael, grade II listed
Parsonage	<div>St Martin's Vicarage, 152 Roman Avenue, NE6 2RJ</div> <div></div>
Other buildings	

Churchwardens	Two
Ministers (including local ministry)	Colleagues in MINE
Population (2021 census)	5,615
Usual Sunday Attendance	Post-Pandemic recovery has been challenging and numbers are small currently, between 4-10
Parish Share (2023)	£4,000
Resolution under the House of Bishops Declaration on the Ministry of Bishops and Priest?	No
Church tradition	Informal eucharistic

5 Review

The role description gives an outline of the responsibilities of a position. These may develop while someone is in post and this document will need to be kept up to date. It should be reviewed as necessary at Ministerial Development Review, alongside the setting of objectives.

The Archdeacon will review this role description with you when you have been in post for six months.

Person Specification: Benefice of Byker St Michael with St Lawrence

Please find below details of the experience and personal qualities required to carry out this role fully and well.

For the purposes of recruitment, these have been split into those areas which are essential and those which are desirable and can be developed over time.

It is important in your application, that you provide evidence of how you meet each of the essential requirements.

Area of experience/personal quality	Essential	Desirable
Theology and formation	<ul style="list-style-type: none"> • Ordained priest within the Church of England or in a Church in communion with it or a Church whose orders it recognises; • Completion of initial ministerial education; • A commitment to continuing theological development. 	<ul style="list-style-type: none"> • Interest in contextual and urban theology and mission; • Able to work across diverse theological and worshipping traditions.
Vision for and delivery of ministry and mission	<ul style="list-style-type: none"> • An engaging and effective preacher and communicator, able to work with others to encourage the growth of spiritual life and attract people to the gospel; • Able to lead worship in a thoughtful and inspiring manner; 	<ul style="list-style-type: none"> • Experience of youth work and/or oversight of church-based youth work; • Experience of church planting, Fresh Expressions or developing New Worshipping Communities.

	<ul style="list-style-type: none"> • Energetic and creative around increasing opportunities for deepening discipleship and ministry development; • Experience of and commitment to church growth; • Experience of leading a church in becoming more mission- and community-focussed. 	
Engagement with community life and public issues	<ul style="list-style-type: none"> • Strong understanding of how to engage with and build communities; • Able to work in partnership and build strong relationships with community groups. 	<ul style="list-style-type: none"> • Experience of ministry in low-income and multi-cultural communities; • Proven track-record of developing community partnerships and/or experience of community organising.
Management of resources and structures	<ul style="list-style-type: none"> • Able to use Microsoft office and/or other IT software; • Knowledge of Parish finance /governance frameworks and systems and how risk is managed; • Good organisation skills and ability to prioritise; • Able to make things happen. 	<ul style="list-style-type: none"> • Experience of project management • Experience of fundraising

Leadership and oversight of others	<ul style="list-style-type: none"> • Able to lead and deliver through others, encourage lay leadership and participation in all areas of parish life; • Able to share and delegate to lay colleagues; • Able to manage complexity and change. 	
Working with others	<ul style="list-style-type: none"> • Able to work collaboratively, demonstrating enthusiasm and passion; • Dynamic and willing to challenge, yet also sensitive and compassionate; • Able to manage and transform conflict; • Good listening skills. 	
Other	<ul style="list-style-type: none"> • Safeguarding training complete and up-to-date. 	