

Role Description

Vicar – Haydock St Mark



Signed off by: Archdeacon of St Helens and Warrington
Date: March 2018

1. Details of the post

Role title: Vicar
Name of benefice: Haydock St Mark
Deanery: St Helens Deanery
Archdeaconry: St Helens and Warrington

Initial point of contact on Clergy Terms of Service: The Diocesan Secretary

Please note that this Role Description focuses on the particular needs and opportunities in the Parish of St Mark Haydock. It should be read and understood in conjunction with the Bishop's Statement, parish profile and alongside the Bishop's formal letter of appointment.

This Role Description will be reviewed annually at the Ministerial Development Review (MDR) and may be updated subsequent to the MDR to reflect important changes in the ministry of the parish priest and the context of that ministry, including wider responsibilities in the diocese. Significant changes to this role description should be agreed with the church wardens in consultation with the PCC and with the area dean and signed off by the archdeacon.

Archdeacon's Statement

St Mark's is one of the largest and most dynamic churches in the Diocese. With a long history of mission and pioneering of fresh expressions of church, it has a significant reputation. There is a good staff team and a large number of lay leaders of different ministries. Its heart for serving the needs of the community, through the TANGO charity project and the café, mean that there is incredible good will towards St Mark's in the local community.

The last three years have been fairly turbulent, with an incumbent who was off work for significant periods and some divisions in the church.

During the vacancy, there has been a curate in post who has taken on the responsibility of running the church. Good work has been done in terms of reconciliation. The parish profile is an accurate statement of church life today. God's grace is at work.

There is a real desire for the church to come together alongside a new leader and to set a course for the next phase of St Mark's ministry. For the right person, St Mark's brings fantastic resources that can be developed towards mission in the parish and beyond.

There is plenty of office support and a wide leadership team to work with the new vicar. Caring for them and helping them to bring out their best will allow the new minister to flourish.

Role Responsibilities

A priest shares with the Bishop both the privilege and responsibility of oversight within the Church, and is charged with leading God's people in the offering of praise, the proclamation of the gospel, the celebration of the sacraments and the mission of God. This privilege and responsibility will be exercised with due regard to servant leadership, mutual ministry and personal example and a commitment to maintaining and developing personal spirituality and wellbeing

Entrusted with the inheritance of faith in St Mark's, a priest is also charged to be faithful in the stewardship of church finances; the mutuality of parish share which underpins ministry and mission in our diocese; oversight of church governance; care of the church building and PCC property, and encouraging the vocation of God's people to discern their vocation and to exercise their ministry, lay and ordained. The outworking of this charge will include the following:

The following headings draw on the insights of Anecdote to Evidence (www.churchgrowthresearch.org.uk/report) an Anglican report which explores aspects of parish life correlated with spiritual and numerical church growth.

Vision, mission and purpose

- Review all the current expressions of church life – which need care, which can be refreshed, which might need to end – and what are the possibilities for new expressions
- Review worship, pattern of services and teaching/preaching programmes
- Work collaboratively with staff and lay leaders to develop the mission strategy for the parish
- Identify the balance and use of paid/volunteer staff to support the developments
- Particularly develop a mission strategy towards blessing the people of Haydock and increasing the number of local disciples
- Review and develop the strategy for children and youth outreach

Leadership, collaboration and releasing lay ministry

The development and encouragement of leadership gifts is really important in this role. The new vicar needs to be a leader/developer of leaders as well as being able to be a role model for key roles and ministries. Listening, empathy and collaboration are going to be really important. A leader with vision is important, but they must be willing to work with others in the development of a corporate vision that inspires many to be part of it.

St Mark's knows it needs to change, and be renewed, but it wants this to happen in a way that takes as many people as possible on the journey. In the next few years there is a need for a renewal of some of the areas of leadership. Some have got to the stage in their lives when they will want to pass on the baton to the next generation of leaders. These new leaders need to be identified and developed. Building up the leadership team and encouraging other leaders to build effective teams will be important. Elder members of the congregation need good pastoral care, whilst investing in encouraging new members to connect to church life. There is an important balance needed.

Welcome and nurture

There is a welcome team in place who are on duty for most of the services. This provides a friendly face at the door. There is work to do to develop the whole journey of making a connection to St Mark's through different contact points, and the level of follow up provided to visitors and pastoral contact with regulars. The Alpha course has been used over many years and has been a good foundation for exploring the faith.

Reflecting, learning and change

It is important that the new vicar doesn't rush in too quickly, but takes time to understand the culture, history and role of people in church life. Being able to introduce change for the church will be based on building trusted relationships through care and good listening.

Actively engaging with the wider community

The work of TANGO over the years has been very fruitful in terms of connecting into the community, and providing charity shop and café for the local community. It would be good to see how this could be developed to help people come to faith and grow in their faith through the ministry here. TANGO needs to be seen as a key ministry of St Mark's rather than a separate organisation.

Actively engaging children and young people

There are plenty of groups and activities for children and teenagers. There are committed staff and volunteers who serve on teams. These need to be nurtured and reviewed as part of the wider strategy for St Mark's.