

Context for the appointment of a Team Vicar & Pioneer Minister in Leominster Team Ministry

The Team Ministry of Leominster

covers the market town of Leominster and 17 surrounding villages. Around 11,000 people live in the town with 6,000 people living in the rural areas. It is served by a well-resourced and inclusive team (see below). Leominster has good provision for schools, medical facilities, and reasonable transport links. A good train service provides links to North and South and into the West Midlands and beyond.

There is a diverse, supportive and experienced team leading ministry across the benefice. A Team Rector, two Team Vicars (one the subject of this appointment), a self-supporting Priest, two Licensed Readers, two (part time employed) Licensed Intergenerational Pioneer Ministers, a Rural Chaplain, Curate and or Trainee/Intern candidates from time to time, plus innumerable good wardens, PCC members and other volunteers who make our parishes tick. We are blessed with a central office, an administrator, a secretary and wonderful volunteers who look after the phones Monday to Friday Mornings. We have considerable support from active retired clergy, including our two former SSM and now active Permission to Officiate local clergy.

The Team Rector is based at Leominster's Priory Church which serves the majority of the population. The remaining parishes are divided between the Team vicars. This appointment includes responsibility for the Kimbolton and Stoke Groups, with a population of just over 2500. Whilst the number of village churches (12) in these groups sounds large, in reality the communities they serve are friendly and small enough to be able to know become known and make a great impact. Lay co-chairs exist for almost all PCCs, while competent lay leaders of worship help ensure a good coverage of worship Sunday by Sunday, working alongside Priest colleagues or independently. Within the Team, it is our normal practice to restrict the stipendiary and licensed ministers to a maximum of three, exceptionally four, often two services on a Sunday. High speed Sunday cross-country dashes are not part of our plan!

The part time Intergenerational Pioneers care for Leominster's Messy Church and reach out to those on the fringe of that congregation. Across the team area the opportunities for Mission and Ministry are vast. There are 7 primary schools & one high school, numerous community buildings, community groups, pre-schools, nursing and care homes. In many cases there is an open door to the church and a willingness to engage with conversation about faith and how, together, we might promote the common good.

The Team Vicar subject to this appointment will be expected to devote 30% of their time to breaking new ground across the whole team area, identifying where God is already at work and as they join in, empower others to do likewise.

Statement of Needs in Diocesan Standard Form

This document provides a clear description of the role for applicants and those involved in the appointments process. Later on it may be used to inform training and development needs of the post holder and inform Ministerial Development Review.

SECTION 1 DETAILS OF POST

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| Role Title (as on licence) | Vicar & Pioneer Minister in the Team Ministry of Leominster |
| Name of Benefice | Leominster |
| Archdeaconry | Hereford |
| Deanery | Leominster |

SECTION 2 Statement of Need

GENERAL

To play a distinctive and intentional role in Inspiring each Generation, Proclaiming Christ and Growing Disciples, by:

- Sharing the “cure of souls” with the Bishop and exercising spiritual leadership as part of a team
- Leading the Church in mission and encouraging it to focus on the diocesan priorities of; making disciples, growing leaders and engaging with younger generations
- Releasing the energy and gifts of the whole people of God
- Exercising a pastoral, sacramental and teaching ministry within the Church and community
- Where needed and where possible, re-building links between the Church and the dispersed rural communities served

RESPONSIBILITIES

1. Leadership in mission

- To lead the congregations of the Stoke Prior and Kimbolton groups of parishes in a manner appropriate to their small communities and the resources and opportunities they present.
- To identify and develop opportunities for Mission across the Leominster Team, particularly where God is already at work, enabling others to join in.
- Building a positive relationship with schools, including staff, pupils and families.
- To play a role in the leadership of the Leominster Team Ministry as a whole, along with the Team Rector, the other Team Vicar, stipendiary and non-stipendiary priest colleagues and Licensed Lay Ministers.

2. Collaboration, team leadership and ministry development

- To respect, encourage and build on the existing strong patterns of lay ministry established in The Kimbolton and Stoke Prior groups of parishes.

- To work with the Intergenerational Pioneers and other Minister in developing opportunities for Mission and Ministry
- To identify and encourage gifts in the wider worshipping membership of the parishes, to ensure continuity of local ministry.
- To play a full part in the regular Monday morning Team staff meeting

3. Leading worship

- To lead worship, principally in the Kimbolton and Stoke Prior parishes, but also to play a role in the wider worship of the Team Parishes .
- To model a competent and confident, inclusive and collaborative leadership style that helps others to develop their calling to leadership.
- To give a good groundwork of quality liturgy, with imagination and flair and to make provision for special occasions and festivals, always with an appropriateness for the nature of the gathering both in inherited church and new settings..

4. Encouraging discipleship

- Preach the good news of God's Kingdom in a way that encourages the development of faith, adapting style and content for different occasions and purposes.
- To journey with people in different contexts as they begin to make sense of the Gospel and provide encouragement and support to those who commit to become followers of Jesus.
- Work with others to ensure opportunities for learning that develop faith and strengthen discipleship.
- Challenge church members to live as disciples, to give generously of time, talents and money as a response to God's generosity and to further God's mission.

5. Pastoral care

- Work with others to identify pastoral care needs and develop appropriate structures and skills to respond to and meet those needs in the parish
- Ensure that appropriate support is offered to those in need of pastoral care, including baptism and marriage preparation, care to the sick and dying, bereavement, and individual support and visiting
- To be part of the large Chaplaincy Team for Leominster Community Hospital

6. Administration and parish organization

- Work in collaboration with the PCCs, Churchwardens and Team colleagues together with the Team Administrator and Secretary to ensure effective organisation and godly stewardship of the resources of the Parishes.
- To engage with colleagues and the central Team administration to ensure appropriate rota arrangements for the leadership of Sunday and Festival worship.
- Affirm and abide by national, diocesan and parish policies and legal requirements
- Ensure good communication within the parishes and relay key messages from the deanery, diocese and national church

7. Ministering in a wider context

- Play a full part in the life of the Diocese and Deanery, including Deanery Chapter and at Deanery Synod
- Be open to additional diocesan responsibilities (e.g. Diocesan Board of Education)

8. Self-discipline, spiritual discipline and own development

- Give continual attention to own personal, spiritual and professional development
- Develop and maintain a prayerful spiritual life with appropriate support networks
- To join in the regular weekday worship of the Team at The Priory Church
- Participate in Ministerial Development Review and undertake appropriate Continuing Professional Development
- Maintain professional boundaries
- Follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry
- To make time for own development and spirituality

PERSON SPECIFICATION

| Qualifications | |
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| <ul style="list-style-type: none"> • An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises • Satisfactory completion of Initial Ministerial Education • Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry | |
| Personal qualities | |
| <ul style="list-style-type: none"> • A developed and maintained prayerful spiritual life • Ability to observe and consider a situation before taking action. • Personable and approachable with a sense of humour • Resilient and able to work on own initiative • Collaborative and consultative, • Exhibits self-awareness and confidence • Learns from experience and constructive feedback | |
| Skills | |
| <ul style="list-style-type: none"> • Efficient and organised • Diligent and persistent • Working knowledge of IT • Recognises, respects and enforces boundaries • Articulate and able to communicate in a wide range of settings • Ability to handle conflict effectively & sustain healthy relationships • Full driving license. | |
| Proven Experience and Competencies | E or D |
| <i>Ministry and work background</i> | |
| • a good understanding of the realities and opportunities of rural and market town life and ministry | E |
| • experience of breaking new ground and pioneering new small projects | E |
| • An appreciation of rural Anglican spirituality and worship | E |
| • A willingness to work ecumenically | D |
| • Courage to take risks & learn from outcomes | E |
| <i>Leadership and management of other</i> | |
| • Leading worship & congregations with others | E |
| • Leading teams in Mission and Ministry | D |
| • Management of and delegation to teams of Lay and Ordained | E |
| • Creating the environment where people are encouraged to develop their own skills and ministry | D |
| <i>Formation of Others</i> | |
| • Leading and structuring local churches so that members grow in faith | E |

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| <ul style="list-style-type: none"> • Providing an environment where people in a range of contexts are able to engage with the Gospel • An ability to notice where God is already at work and then to join in • Leading of groups where people intentionally develop their faith • Someone who journeys with or mentors people in their faith | D E D D |
| <p><i>Management of resources and structures</i></p> <ul style="list-style-type: none"> • Effectively use finite financial resources and human energy to enable mission • Assist congregations manage budgets for parish life and projects • Encourage and teach stewardship and generosity | E D E |
| <p><i>Engagement in community life and public issues</i></p> <ul style="list-style-type: none"> • Engagement and partnership with community groups and leaders • Work in schools with children, staff and governors | E D |
| <p><i>Other</i></p> <ul style="list-style-type: none"> • A willingness to be available and present in times of pastoral need | E |
| <p>Knowledge and own development,</p> <ul style="list-style-type: none"> • The Team Vicar should have a good grounding in Theology and Theological study with the ability to communicate to others with no theological background. • The Team Vicar should have a good understanding of contemporary Mission in the UK Context. • Regular study and theological learning • Willingness to have a mentor, coach, work consultant and/or spiritual director • Having experience of team working and understanding of Team Dynamics | |
| <p>Other</p> <p>The candidate would ideally have a liberal and generous approach to Christian life and praxis. Our church communities are diverse and inclusive. Some parishes within the Team are formal members of the Inclusive Church movement. It would be essential that the candidate would be willing to share in and promote this welcoming inclusivity.</p> | E |

Leominster Team Ministry

The Leominster Team Ministry Benefice consists of the town of Leominster and the surrounding villages. The village parishes are divided in groups, whilst the Rector looks after Leominster Priory. As a team we cover the cost of ministry to Diocese though our parish offer.

This post covers two aspects of ministry in Leominster.

- 1) Care for parishes in the Kimbolton and Stoke groups.
- 2) Development of Mission across the whole team, in conjunction with our Lay Pioneers.

The best way to get a feel for the area, churches and people is to come and visit us.

The post is based in Kimbolton in a modern purpose built vicarage, overlooking fields just a couple of miles from Leominster. Although the vicarage is a little way from the church it is close to the pub and not far from the school.

The 12 village churches in the Kimbolton and Stoke groups have various service patterns but the rota is managed centrally and there is a large cast of lay people and retired colleagues who lead services. Although each parish has a PCC they are usually lay chaired.

Attached is a brief summary of each church however we recognise that rural ministry is so much more than Sunday services. The communities are generally dispersed with the church playing an important role in village life and service. The communities are always pleased to meet their vicar and doors are usually open to our approach at school, nursery, village hall and club.

Leominster has a large county primary school which is complemented by a number village schools including some C of E schools. Kimbolton C of E school makes the most of its church links and there is massive potential to be involved in most of the local schools.

It has been our tradition in recent years to expect people ministers, both lay and ordained, to be confident in starting new initiatives, trying things out and 'get on with it'. The leadership and parishioners are very supportive and would much rather people gave things a go rather than worrying too much about failure.

This job really offers the opportunity to develop one's ministry as called by God.

The Vicarage



The Vicarage is in Kimbolton, about half a mile from the church in a quiet lane. It is an excellent purpose built modern detached property built in 1991. It has a cobbled drive, a front porch, study, cloakroom and hall leads to a family lounge. The kitchen and utility room have a door into the double garage. There are four bedrooms on the first floor with two bathrooms. Outside there is an easily maintained garden bordering pasture land, and offering stunning views.

Stoke Group of Parishes

This group of parishes works closely together under the leadership of a Group of Churchwardens and Lay Leaders and Team Vicar supported by individual PCCs. I

A team of Laity lead worship alongside clergy and on their own. Several people are licensed to administer Communion by Extension, and in all Churches readings and intercessions are Lay led. Lay people have been involved in Baptism preparation and in assisting in Baptism services. Each PCC has a lay Co-chair and organises its own fund-raising. The Parishes join together for a joint/simultaneous Annual Parochial Church Meeting each Spring.

Pastorally, visiting is done by laity and clergy, social events and fund-raising events often go hand in hand and are well supported by the villages, but we would like to organise visiting on a more regular basis, and explore the possibility of pastoral care groups. Work with children, choir, house groups, and baptism preparation are done on a group basis. There are house groups in Lent and Advent and monthly from Autumn to Spring. In Lent also there are Soup lunches which end with a Meditation which is lay led.

The People



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|  | <p>St. Peter, Pudleston</p> <p>Pudleston is 7 miles east of Leominster, 3 miles off the A44 Leominster - Worcester road. The village has no real centre and the twelfth century Church is on the edge of it, but plays a key role in village affairs as does the Village Hall</p> |
|  | <p>St. Leonard, Hatfield</p> <p>Hatfield is 7 miles north-east of Leominster, and is recorded in the Domesday Book as being held before 1066 by Queen Edith. It has always been agricultural and is still designated as 'an area of outstanding natural beauty'. The Church was built in the late eleventh century. It is a small hamlet with no central village area and the Church is its only focal point, there are no other amenities - not even a telephone box.</p> |
|  | <p>St. Bartholomew, Docklow</p> <p>Docklow is a small Church largely rebuilt in 1880 with a C 13 Tower, having its own car park. Docklow lies 5 miles East of Leominster on the A44 with fantastic views of the surrounding countryside, and is, a focus for village gatherings. The village is bisected by the A44 on which traffic is very fast.</p> |
|  | <p>St. Mary the Virgin, Humber</p> <p>Humber lies about 3 miles east of Leominster, and has three main areas, Humber Close (Mainly housing association), the Church and 4 houses at Humber, and the village of Risbury. The Church was the centre of the parish when people walked across footpaths, but road travel has left it more isolated.</p> |



St. Luke, Stoke Prior

Stoke Prior is 3 miles east of Leominster between the A44 and A49 roads. Ford is 2 miles east of Leominster on the A49. Stoke Church was originally a Saxon Church which was rebuilt in early Victorian times, using some of the original stonework and timbers.

The village is mainly a farming community, and some small businesses and light industry, a pub, a part-time post office and shop, a school and a village Hall.



St. John of Jerusalem, Ford

The second church in the parish of Stoke Prior.

There has been a building on site for a long time, but we lack records.



St. Mary the Virgin, Hope-under-Dinmore

Hope lies about 5 miles south of Leominster, and includes the villages of Hope-under-Dinmore and Newtown. The Church is separated from the village by the A49.

There are village activities centring on the Village Hall which is in the village itself

THE KIMBOLTON GROUP OF PARISHES



Overview. The Kimbolton Group consists of Bockleton, Kimbolton with Hamnish, Leysters and Middleton on the Hill. The parishes are set in pretty countryside in the Northeast corner of Herefordshire close to Worcestershire and Shropshire borders. The nearest towns are Leominster southwest, Tenbury Wells in the east and Ludlow to the north. The Group is administered by the Leominster Team Ministry.

We are a group of five churches in four parishes. While the parishes are outwardly similar there are some discrete differences, which are by and large complimentary and therefore make the whole greater than the sum of its parts.

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|  | <p>Bockleton St Michaels.</p> <p>Rather out on a limb geographically, Bockleton is actually in Worcestershire. Like Middleton it is a hamlet within a widely scattered parish, though curiously it has the largest and possibly best appointed building. It has a small but faithful congregation. There is a village hall which hosts a good number of events of all sorts.</p> |
|  | <p>Hamnish St Dubricius (with Kimbolton).</p> <p>It has the newest church, which celebrated its 100th anniversary this year. It is a small widespread community, but seems to have more children and a slightly larger congregation supporting it than others in the Group</p> |
|  | <p>Kimbolton St James The Great.</p> <p>It has by far the largest community (around 180 households) and probably second largest church building and regularly hosts School Services and events.</p> <p>St James C of E School Kimbolton is the only school in the area, it is a vital part of the community and plays its part in the upbringing of our children in an increasingly secular world, especially as it has achieved some excellent ratings in the recent past. The team vicar is normally a governor and has a key role in the management and leadership of the school, which presents the opportunity to introduce children to church.</p> |



Leysters St Andrew.

Leysters is the second largest village but by a quirk of boundaries, most of the village is actually in the Middleton parish. Leysters and Middleton are part of the same local county council parish and share a parish hall, which is well supported with a variety of activities spurred on by an active committee.



Middleton St Mary The Virgin.

Centred on the church, a very solid building, which has a certain attraction for everyone for its peacefulness and simplicity, the hamlet has just eight houses. In practical terms Middleton is the smallest parish as most of its residents live in Leysters, leaving around 60 in 'rural' Middleton most widely scattered. Attendance is relatively good, often because members of other congregations like the BCP communion on the fourth Sunday. Being a largely retired congregation, needless to say we are a pretty conservative lot, change not coming easily. The building is well maintained with work on the Tower completed recently.

The Kimbolton Parish Magazine is probably the single most effective 'binder' for our group of villages. Although very much church orientated, it is essentially a secular publication with no direction from the church.

In addition to services in church, we have Weekday communion in the private chapel in Hennor House, Advent and Lent Courses, Church fetes and other fund raising events, Coffee Mornings in the Forbury.

We are a scattered community with only two proper villages in the four parishes. Since becoming a group within the Leominster Team Ministry, we have become a much more cohesive community with a fair degree of interdependence, but still room for improvement. There are fairly regular meetings of wardens, some with the Stoke Prior Group, to discuss our approach to ministry and coordinate activities; well worthwhile but not too many!

Leominster Team Area Statistics Population and Households

| | All People | Households |
|----------------------------|--------------|-------------|
| Leominster | 10688 | 4773 |
| West Group | | |
| Brimfield | 788 | 337 |
| Croft & Yarpole | 777 | 305 |
| Dilwyn | 753 | 317 |
| Eye | 678 | 299 |
| Eyton | 155 | 63 |
| Ivington | 916 | 372 |
| Monkland & Stretford | 160 | 72 |
| Orleton | 798 | 363 |
| Subtotal | 5025 | 2128 |
| Stoke Prior Group | | |
| Docklow | 88 | 35 |
| Ford & Stoke Prior | 334 | 153 |
| Hatfield | 105 | 46 |
| Hope Under Dinmore | 670 | 269 |
| Humber | 312 | 115 |
| Pudleston | 176 | 77 |
| Subtotal | 1685 | 695 |
| Kimbolton Group | | |
| Kimbolton | 458 | 203 |
| Leysters | 146 | 64 |
| Middleton on the Hill | 96 | 38 |
| Bockleton | 222 | 94 |
| Subtotal | 922 | 399 |
| Total for Team Area | 18320 | 7995 |

The Kimbolton and Stoke Groups (Approximate boundaries in relation to Leominster)

