



— Diocese of —
Hereford

The Weobley & Staunton Group of Parishes

STATEMENT OF NEEDS JANUARY 2020

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| ROLE TITLE | Rector |
| NAME OF BENEFICE | The Weobley & Staunton Group of Parishes |
| ARCHDEACONRY | Hereford |
| DEANERY | Kington & Weobley |



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.
- ◇ Encouraging each of our parishes to develop its own distinctive voice and role within the Group while helping us to identify areas where we can work more closely together including through the Group Benefice Council.

1. Leadership in mission

- ◇ Lead the congregations of our seven parishes in a way suited to the size of their communities and the resources and opportunities that they provide.
- ◇ Help our congregations to respond to the diocesan vision and priorities.
- ◇ Encourage and strengthen partnerships between the Church, schools, and groups from the community and other organisations which share the Church's aspirations.
- ◇ Encourage and support existing activities within the benefice.
- ◇ Maintain and develop Inclusive Church in our parishes, demonstrating a welcome to all.
- ◇ Help each parish to develop its own mission path, while continuing to be the focus that draws them together for the good of the Group.

2. Collaboration, team leadership and ministry development

- ◇ Encourage and support the ministries of the associate priests, licensed lay ministers and play a full and leading part in regular team meetings.
- ◇ Provide encouragement and oversight for churchwardens and PCC officers throughout the Group.
- ◇ Identify and encourage gifts in the church community and beyond including lay leadership of services.

3. Leading worship

- ◇ Lead worship thoughtfully, competently and confidently.
- ◇ Make intelligent and imaginative use of the varied resources of Common Worship and the Book of Common Prayer as appropriate.
- ◇ Work with others to develop existing services to answer the needs of changing congregations in our various churches. We hope to attract younger families and so we will need to offer more variety and less formal styles of worship at some of our services.
- ◇ Be enthusiastic about using a variety of liturgy and music that will inspire and challenge us and make provision for festivals and special services.

4. Encouraging discipleship

- ◇ Preach the message of the Love of God and Neighbour in a way that encourages the development of mature and generous faith, adapting style and content when appropriate for different occasions and purposes.
- ◇ Work with others to ensure opportunities for learning that develop faith and strengthen discipleship.
- ◇ Encourage church members to be generous in giving in every way as a response to God's generosity.

5. Pastoral care

- ◇ Work with others to identify pastoral care needs and develop appropriate structures and skills to respond to those needs.
- ◇ 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.

6. Administration and parish organisation

- ◇ Work in collaboration with churchwardens, PCCs, and team colleagues, together with the Group Administrator and Benefice Council to ensure effective organisation and good use of resources in the Group.
- ◇ Work with colleagues and the central Group administration to ensure timely and appropriate rota arrangements for the leadership of Sunday and Festival worship.
- ◇ Play an appropriate part in the administration and organisation of the parishes.

7. Ministering in a wider context

- ◇ Work with Churches Together in Weobley to strengthen understanding and links between our faith groups.
- ◇ Deepen ecumenical relationships to serve and reach our communities more effectively in Christ's name.
- ◇ Play a full part in the life of the diocese and deanery.

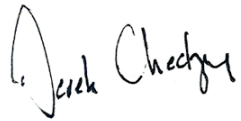
8. Self discipline, spiritual discipline and own development

- ◇ Give continual attention to your own personal, spiritual and professional development.
- ◇ Participate in Ministerial Development Review and undertake appropriate Continuing Professional Development.
- ◇ Maintain professional boundaries.
- ◇ Develop and maintain a prayerful spiritual life with appropriate support network.
- ◇ Follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry.

This Statement of Needs should be read in conjunction with the following documents:

- ◇ The Ordinal
- ◇ The Canons of the Church of England
- ◇ Guidance for the Professional Conduct of Clergy
- ◇ Bishop's Licence
- ◇ Statement of Particulars issued to the office-holder on successful appointment
- ◇ The Group Benefice Profile

This Statement of Needs is signed off by:

A handwritten signature in black ink, reading 'Derek Chedzey'.

The venerable Derek Chedzey, Archdeacon of Hereford



The Weobley & Staunton Group of Parishes

PERSON SPECIFICATION

Qualifications

- ◇ 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.
- ◇ Designation at selection or Candidates' Panel as Incumbent Status (post 2009) or Stipendiary Ministry.

Personal qualities

- ◇ A developed and maintained prayer life.
- ◇ Open and approachable with a genuine interest in people.
- ◇ A caring heart for the whole community whether churchgoers or not.
- ◇ A comforter of troubled souls.
- ◇ Responsive to need wherever it is found.
- ◇ Sense of humour.
- ◇ Collaborative and consultative style of leadership.
- ◇ Discreet and able to maintain confidentiality.
- ◇ Learns from experience and constructive feedback.
- ◇ Central churchmanship with an appreciation of colour and form.



Personal Skills

- ◇ Efficient and organised.
- ◇ Supporter of change where appropriate.
- ◇ Good communication skills in a wide range of settings.
- ◇ A team player and encourager of others.
- ◇ Ability to handle conflict effectively.
- ◇ Committed to inclusivity and flexibility of worship styles.

Experience and competencies

- ◇ Good understanding and appreciation of the realities and opportunities of life in rural parishes.
- ◇ Ecumenical working.
- ◇ Appreciation of rural Anglican spirituality and worship.
- ◇ Leadership as part of a team of ordained and lay people sharing responsibility with others.
- ◇ Identifying, encouraging and developing gifts for ministry.
- ◇ Engagement with local schools.
- ◇ Willing to engage with the diocesan ECO Church initiative.
- ◇ Willingness to be available and present at times of pastoral need.



Knowledge and own development

- ◇ Good grounding in theology.
- ◇ Understanding of team dynamics.
- ◇ Regular study and theological learning.
- ◇ Willingness to work with a spiritual director.

Our New Rector

In preparing this *Statement of Needs* our Group Benefice Council has thought long and hard about the qualities we hope to find in our new rector. We can see that this is a comprehensive wishlist and to live up to all of these would be an almost superhuman challenge!

In acknowledging this, and minded to provide a simpler summary of the personal qualities, skills and competencies we see as most relevant, we have listed here those key competencies and characteristics we believe essential or desirable.

Ideally, the candidate will have a liberal and generous approach to Christian life; an approach grounded in the practical rather than the theoretical. Our church communities are diverse and inclusive. Congregations are small and include people at widely different stages of their spiritual journey and so we seek an incumbent with a caring heart, a commitment to inclusivity and the desire to provide religious ministry and pastoral encouragement to all the people of this lively, rural benefice; someone who we hope will quickly come to feel 'at home' in this rural setting.

Essential

- ◇ A caring heart for the whole community whether churchgoers or not.
- ◇ Committed to inclusivity and flexibility in worship styles.
- ◇ Open and approachable with a genuine interest in people.
- ◇ Good understanding and appreciation of the realities and opportunities of life in rural parishes.

- ◇ Ability and enthusiasm for working ecumenically.
- ◇ Collaborative and consultative style of leadership.
- ◇ Ability to handle conflict effectively.

Desirable

- ◇ Good communication and teaching skills in a wide range of settings.
- ◇ Enthusiasm for engaging with local schools.
- ◇ Sense of humour.

