



Interim Team Rector of Dover

Can you help us pause, regroup and move forward?

Dover, like many coastal towns, has had a challenging time over the past few years. There has been uncertainty, challenges through homelessness, the effects of immigration, unemployment and deprivation. However, the town has faced these issues with determination and continues to tackle them across many agencies, including ecumenically, with a strong community spirit.



The life of the church in Dover has reflected some of this story and the national Church of England's situation with some financial concerns, declining and ageing congregations and a need to minister differently in a changing society. It was felt that partnership across the parishes in Dover was a key response and so the parishes joined into one benefice and Team Ministry in two stages in 2014 and 2018. While there have been some great initiatives across the new Team Ministry, it has not reached its full potential in collaborative ministry and the tensions of bringing five very different parishes together remain. It became apparent during the recruitment process for a new Team Rector that now was the time to acknowledge these issues and take the opportunity of the interregnum to recruit an Interim Team Rector for up to three years to help the team take stock of where they are, look at where they want to be and move forward with a mutually conceived action plan.

Representatives of all the parishes agreed in a Benefice Forum in January 2021 the areas they would like the Interim Team Rector to work with are to:

- Help us to clarify our collective vision and purpose.
- Support us in processing issues which have been identified within the team (enabling us to move from woundedness to wellness)
- Help us to recognise and rejoice in our difference and distinctiveness so they are seen as a strength within a common vision and purpose.
- Offer some fresh leadership and insight as we develop our mission and ministry within the Team and Town.





The Interim Team Rector will not be working alone. Within the Team there is currently a Team Vicar, the Revd Melissa Carter, an Associate Priest, the Revd Josias De Souza (until March 2022) and an Assistant Curate, the Revd Angie Stupple, alongside an able team of lay ministers. There is also strong support from Diocesan officers and a collaborative Chapter in the Dover Deanery.

I believe that with the right support and leadership, the benefice will be able to tackle the issues it has identified and be an effective and flourishing expression of God's church in Dover. Additionally, across the Diocese deaneries are exploring how best they should use all the resources God has given us in new and creative ways that enable us to proclaim God's love to a society that has changed much and has different assumptions about faith from even a few years ago. The Dover Deanery is engaged in this work and this should enable the benefice to be part of that wider work of renewal of our Mission and Ministry.

As Interim Team Rector, you would be supported through the *Canterbury Diet* (see page 5), with a Pastoral Supervisor available to you. Further tailored support can also be made available as appropriate for the person in post, for example peer to peer support or a Reference Group. Finally, for clarity, 'Interim Team Rector' is an informal title reflecting the responsibility of the role. In legal terms, the post is Priest-in-Charge and is designated as an Interim post in accordance with the guidance for Interim posts pursuant to Regulation 29 (1) (j) and (7B) of the Regulations because of the particular pastoral needs of the Dover Town Benefice.

Please be assured of my prayers as you consider whether God is calling you to Dover. There is much more to explore in the Benefice Profile, and I am happy to answer any questions you may have.

The Ven Darren Miller
Archdeacon of Ashford



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A Message from Bishop Rose

Welcome and thank you for taking an interest in becoming Interim Team Rector for Dover.

You will see from the rest of the profile some of the specific things that the benefice is looking for – and a little of what the team here hopes the future may look like. Of course, part of your discernment process in coming to this role is gaining a sense of the bigger picture of us as a diocesan family, our vision, and priorities for the future.



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Who we are

Founded in 597 by St Augustine, Canterbury Diocese is the oldest diocese in England and has a special place in the life of the national and worldwide Church. With its iconic Cathedral it forms a focal point for the life of the whole Anglican Communion, offering a spiritual home and place of pilgrimage for people from every nation and walk of life.

Kent is renowned as the ‘Garden of England’ and this rural heart is core to our identity – yet the communities we serve are very diverse. Our Diocese stretches from Maidstone to Thanet, from the Isle of Sheppey to the Romney Marsh. We have 350 miles of coastline with historic ports and seaside resorts, alongside rural communities, market towns and commuter-belt urban developments. Affluent areas often sit alongside pockets of major deprivation, offering an exciting and challenging mission context.

Changed Lives→Changing Lives is more than a strategy strap line, it challenges all of the activities within our diocesan life – from our prayer practices to our public statements to the discernment of gifts to the use of our resources. We are invited to discern God’s activity in our unique place and thus be changed, personally and corporately, by God. This is manifest as we work in partnership to be life changing communities, compelled by the love of Christ. If our prayer and worship, social action and learning, our community building and mission are to mean anything of lasting value, it is when they enable transformation – conversion of life, life in all its abundance.

Where we are heading

At the heart of all we do is a vision of transformation for ourselves and our communities: no one can encounter God and remain unchanged. Increasingly, in our diocese, we want to become a Christian community transformed through encounter with Christ, overflowing to transform and





bless the families, homes and communities we serve in Kent. In your role, in your place, we will be looking for you to join in with what God is already doing and play a crucial part in making this vision a reality.

Changed Lives→Changing Lives unites us in purpose but will be expressed in different ways according to what makes sense for different parts of our diocesan family. It is also a living strategy – as we listen to God and one another, the shape of our work together will undoubtedly change and grow. Could you help to develop this vision for the future? Find out more [here](#) or speak to the Ven Darren Miller, Archdeacon of Ashford on 01233 712649 or at darren.miller@archdeacashford.org.

Our commitment to you

We know that supporting healthy, flourishing ministers (lay and ordained) is crucial for a healthy, flourishing diocese. Therefore, we offer the ‘Canterbury Diet,’ as below, to all our new incumbent ministers – this is an intentional programme for ministerial development, health, growth and faith. A similar lay programme is in development too. We offer pastoral supervision and spiritual accompaniment, an invitation to be part of residential training programmes focused on learning, leading and mission, action learning sets, as well as a range of specialised training events, and other regular opportunities for growth in prayer and spirituality.

In short, I hope that you will be as excited by our vision, priorities and opportunities as we are. Be assured of our prayers as you consider your next step in ministry.

The Rt Revd Rose Hudson-Wilkin
Bishop of Dover and Bishop in Canterbury





The Canterbury Diet for Incumbents and Priests in Charge

<p>After licensing the Incumbent meets with the Director of Mission & Ministry who introduces the priest to the</p> <p style="text-align: center;">Canterbury Diet</p> <p>and offers a</p> <p style="text-align: center;">Pastoral Supervisor</p> <p>with whom she/he meets not less than four times per year</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">How are we attending to good relationships and collaborative ministry?</p> <p style="text-align: center;">Golden threads</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice?</p>
<p>Ministers acquire a</p> <p style="text-align: center;">Spiritual Accompanier</p> <p>and meet regularly, recommended 6-8 weekly</p>	
<p>In the first two years the Incumbent or Priest in Charge attends the</p> <p style="text-align: center;">Ministry Training Programme</p> <p>Monday to Friday residential courses generally held in Bruges</p> <p>Week One : The Minister as Learner (January, soon after licensing)</p> <p>Week Two: The Minister as Leader (June, of the same year)</p> <p>Week Three : The Minister as Missioner (January, the following year)</p>	
<p>Participation in the annual</p> <p style="text-align: center;">Ministerial Development Review</p> <p>Meet with Consultant Reviewer, complete a Personal Development Plan; meet with Archdeacon a year later and update the PDP, and so on, with opportunity to review Pastoral Supervision and Spiritual Accompaniment. Also meet with the bishop <u>during the course of</u> the two-year cycle.</p>	
<p>As able, participate in professional ministry courses:</p> <p style="text-align: center;">Management Skills Course</p> <p style="text-align: center;">Working with Conflict</p> <p style="text-align: center;">Leading Change</p> <p>each a two by one day course, offered regularly at advertised times through the year</p>	
<p>Participation in four</p> <p style="text-align: center;">Wellbeing Courses</p> <p><u>two hour</u> evening meetings, two offered per year</p>	
<p>Participate in relevant</p> <p style="text-align: center;">Continuing Ministry Development Events</p> <p>at advertised days and times</p>	

