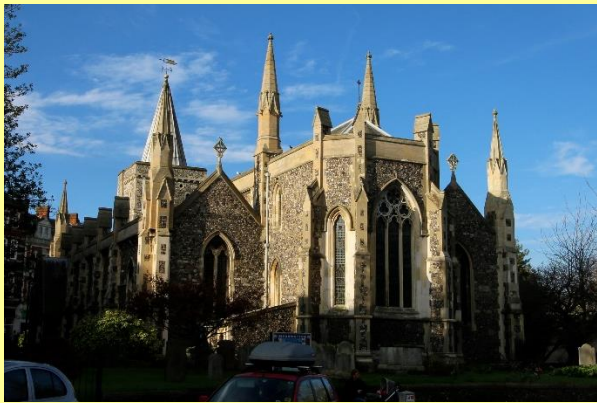


Dover Town Team Ministry

www.dovertownchurches.co.uk



St Mary the Virgin, Dover



St Peter and Paul, Charlton

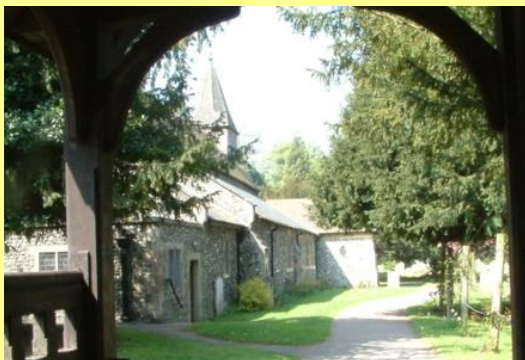
We're looking for an
**Interim
Team Rector**
Is it you?



St Martin, Dover



St Martin, Guston



St Andrew, Buckland



St Nicholas, Buckland Valley

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For more information about this post, please contact any of the following:

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The Revd Andy Bawtree	Area Dean of Dover
Email: rockabillyrev@hotmail.com	Tel: 01304 822037
The Revd Melissa Carter	Team Vicar, Dover Town Benefice
Email: rev.melissa.carter@gmail.com	Tel: 01304 240336

Please note: this profile was originally written for the Team Rector post. It still speaks of the situation at Dover, the needs and aspirations of the benefice as well as giving a flavour of the town and its churches. It has been slightly edited and updated to take account of the interim role now being recruited and should be read alongside the Diocesan Introduction document.



Is it you?

The Dover Team are looking for an Interim Team Rector who can join us for a maximum term of three years in developing relationships and deepening our understanding of 'Team'. As a team we seek to minister to the people of Dover in fresh, inspiring ways that allow others to recognise God's presence in their lives and connect with God in a significant way.

We seek to come together in mission, evangelism and our spiritual life whilst encouraging each individual parish to flourish within their respective traditions.

We hope that the Interim Team Rector for Dover will be sympathetic to all traditions (as our parishes range from Evangelical to Anglo Catholic) and encourage aspects of those traditions which are at the heart of individual congregations such as choral music, biblical study and engagement with the sacramental nature of worship.

We need someone who is good at working in teams as this is a team ministry involving lay and ordained. We currently have a full time Team Vicar, Associate Priest and a training curate. There are also readers, authorised lay ministers (ALMs) and PTO clergy offering support across the team and a benefice forum made up of clergy readers and church wardens has recently formed to enhance communication across the team. There has previously been funding for a Mission Priest role and we would hope that our new Interim Team Rector would support us in applying for a grant to seek a new Mission post.

We would look for a facilitative leader, someone who will utilise the gifts of other team members to offer full support across the team. At the moment individual worshipping communities have a focal minister (lay or ordained) who has pastoral responsibility for them. The current structure would give the Interim Team Rector pastoral responsibility for St Mary's church. Each team member then works across the team supporting various aspects such as mission or children's work.

There have been some difficult times recently, partly arising from the team learning to work together and partly from social, economic and political situations affecting Dover. A lot has been given emotionally to individual congregations and the team as a whole and many people have poured out their time and effort to support the town. We therefore need someone who has a pastoral heart for Dover and who can come alongside the worshipping communities offering support, encouragement and refreshment.

We are not a perfect team, who is? but there are many people ready to study, worship and pray together to deepen faith and work together to prayerfully and practically care for the people of Dover.

Dover is a large town with many different social and cultural situations. It can be a challenging place but it is also an exciting place with a lot of potential.

- Do you have a heart for working with people from all walks of life?
- Are you passionate about reaching out to those on the fringe and those who don't know church at all?

Then this could be just the right place for you.

If you would like further information to help you decide if this is the right post for you please contact either Team Vicar Revd Melissa Carter, Area Dean Revd Andy Bawtree or Archdeacon Darren Miller (contact details can be found on page 2).

We look forward to hearing from you!



Our Setting and Context

The Dover Town Team Ministry

The Interim Team Rector will join a team of clergy and lay leaders working together within the newly formed Dover Town Benefice, which consists of the Parishes of Buckland, Charlton, St Mary's, St Martin Dover and St Martin Guston. The Benefice also works in partnership with an ecumenical fresh expression of church, Cross-Links Dover.

Together, the parishes of the Benefice cover the geographical area of Dover and Guston.



Staffing

The Interim Team Rector will join a team of stipendiary clergy consisting of:

Team Vicar	Revd Melissa Carter
Associate Priest	Revd Josias de Souza
Curate	Revd Angie Stupple

We work in partnership with a team of self-supporting and PTO clergy, readers, ALMs and other lay leaders. A team development officer supported the team, particularly in coordinating weddings and funerals; this was funded by a diocesan mission grant which came to an end in November 2020.



Partners in Mission

There is a Port of Dover Chaplaincy Team which comes under the oversight of the Kent Workplace Mission but has connections to the team ministry.

Christians Together in Dover (CTID) is the ecumenical network for Dover and the surrounding area; all parishes of the benefice are members and are represented within the network. The CTID Executive committee organise a number of well-established and popular events through the year. There are three significant outreach activities which come under the arm of CTID:

- Dover Soup Kitchen – providing a hot meal to those in need 365 days of the year operating from the foyer of St Mary's church.
- Dover Foodbank – all churches are collection points; the distribution centres are located within the town area.
- Dover Street Pastors – providing loving service in the town centre on a Saturday night. The St Mary's Parish Centre is used as a base for the Prayer Pastors while the Street Pastors are operational.

The Dover Outreach Centre (DOC) is a charitable trust initiated by but now separate from CTID. Based in Snargate street, it provides breakfast, washing and signposting facilities for Dover's homeless population. The Centre organises the Dover Winter Night Shelter (WNS) in partnership with Dover churches, providing food and shelter from December to March. Three of our team churches are WNS venues.

There are a number of churches of other denominations in the town area, these include: The One Church Dover (Apostolic); The Beacon Church and Christian Centre (URC/Methodist); Dover Baptist Church; St Paul's Catholic Church; The Gateway (Pentecostal) Fellowship; The Lighthouse Church Dover (independent) and Dover Vineyard.

St Mary-in-Castro (Church of England) is the church situated in the grounds of Dover Castle and therefore within the town area. It is an extra-parochial place under the ownership of English Heritage (having formerly been the Army Garrison Church). Its ministry is maintained by retired clergy and continues to have a special ministry to forces or ex-forces families.

There are 20 schools in the team area; these include 3 Church of England Primaries, 9 other Primaries, 5 Secondary Schools, 1 Special School and 2 Independent Schools.

We also maintain good relationships with the ministers and parishes of our deanery both in the work of synod and in chapter breakfasts, evening meetings and annual retreat in Condette, France. All authorised ministers, ordained and lay, are members of our chapter.

Dover

Dover offers challenges and opportunities that are rarely found together in the Church of England. It serves a population of around 35,000 with combined average weekly church attendance of 224.

The Port of Dover has grown from a Roman Port to being Europe's busiest passenger port, handling over 4.8m vehicles and 12.7m passengers last year.

Dover is a crucible for the wide variety of attitudes, throughout the UK about migrants, refugees and asylum seekers. There is an opportunity to explore the complexities of these issues and help us do some contextual theology as we wonder how we should respond practically.

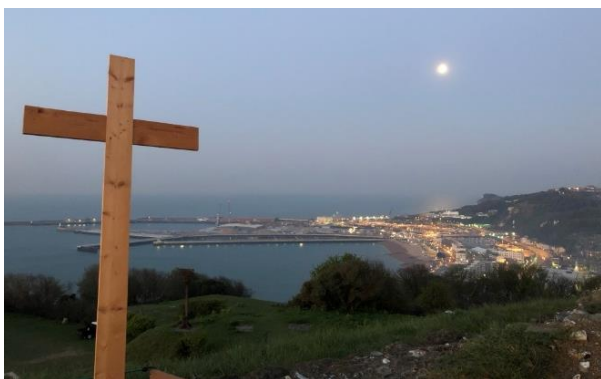


Following Government approval in 2012 the long awaited Western Docks development, which will handle cargo/freight ships is well underway. This will create 600 new logistics industry jobs for Dover and safeguard another 140 positions by developing a new cargo terminal.

Another regeneration project has recently been completed: the St James development is situated close to the town centre comprising a retail complex, food outlets, hotel and multiplex cinema.

The major employers in Dover are the retailers, health, social services and education. Youth unemployment is high and levels of literacy are low compared to other parts of Kent.

Known the world over as 'The Gateway to England' Dover is a prime location with easy links to and from Europe by rail and sea. It boasts a high speed rail link to London and its excellent motorway connections (M2 & M20) offer speedy access from other parts of the UK.



The Dover Town Team Vision

First, we want to be spiritually fruitful; to follow Christ and be his disciples. Second, we want our churches to work together in their unique ways to show our love for our God, our neighbours and our community. That will involve inspiring worship; deepening faith; persistent prayer; mutual care and reaching out with Jesus' love to those in need.

Inspiring worship

The unity of breaking bread together in the Eucharist; the soaring beauty of choral music; the joy of contemporary worship songs; the awesomeness of catholic ritual and symbol; the creative quest for

discovering God at Messy Church – all this is experienced somewhere in our Team of Churches week by week. Wherever you are in your journey with God, there is something for you.

Deepening faith

Vibrant, enlightening and inspiring sermons not only from our clergy team but also from our growing team of licensed lay preachers.

Deepening Discipleship and Alpha Courses; Advent and Lent courses; Connect Groups, designed to help connect us to God, each other and our wider community.

Messy and Mini-messy Churches; Youth Alpha, and other groups for young people and children.

Persistent prayer

Morning and evening prayer throughout the Team every week; times of a special call to prayer, such as in Holy Week or the Novena – that 9-day period between Pentecost and the Ascension. Much of our prayer is, of course, hidden. But we are ready to explore how else we might learn the practice and discipline of prayer together.

Mutual care

We aim to give a warm welcome to visitors at all our services. We want to share what we have found beneficial with others.

A lot of the care we give each other goes on behind the scenes, but our Pastoral Care teams visit those who are unwell or housebound and lonely in a more formal way.

Prayer for healing is offered at some of our services, but we're hoping to develop this in other ways too.

Social events happen across our churches; they strengthen our church communities and provide a way for others to join us.

Reaching out in mission

There are so many ways in which our churches reach out to show God's love to people in our communities...

... pastoral services of baptism, marriage and funeral; Ignite-D (Church, but not as you know it!); links with local schools; the Community Café; the Conversation Club; the Soup Kitchen; the WNS; at the Outreach Centre; the Foodbank; the Street and Prayer Pastors.

Expressing *Changed Lives* > *Changing Lives*

Our Team Vision to grow fruitfully and spiritually as disciples and together as churches will enable everyone to be confident in their faith and more able to share it in everyday life, so that our changed lives may continue to change and bring about change in the lives of others too.



Dover: St Mary the Virgin

www.stmarysdover.org.uk



The Church of St Mary-the-Virgin is situated in the town centre close to the Market Square. This is predominantly an urban-commercial area and is close to the St James development, Port of Dover and the seafront. St Mary's Church is regarded as the Civic Church for the town; the former Team Rector was Chaplain to the Town Mayor. During the summer a team of volunteers from across denominations enables us to welcome 1,000s of visitors to the church.

We would describe our worship as traditional and central. Church music is important to us, we have a director of music, an excellent choir and offer an organ scholarship.

Ignite-D is a pioneering café-style service which has been established on a Monday evening offering an alternative form of church for people unlikely to attend our other regular services.

We have a purpose-built Parish Centre which is adjacent to the Church used by many community groups and for church events and outreach initiatives like the Community Café and the Winter Night Shelter. The CTID Soup Kitchen serves food to those in need from the church foyer.

We maintain a close connection with St Mary's CE Primary School.

The Aycliffe Church Centre is both a hall and significant place of worship, ministry and mission to the Aycliffe community, but is currently closed awaiting repair.

We underpin all our work by a spirit of generosity, good organisation and sound financial management. The PCC sees a need to build on existing strengths while evolving new strategies to encourage participation by young people.

Character

- It's a family and has a positive spiritual ambience
- It's liturgical, traditional and musical
- It's well connected to the wider community
- It is open to gentle and evolutionary change which is sensitive to the existing faithful congregation

Buckland-in-Dover: St Andrew with St Nicholas Buckland Valley

www.bucklandchurchesdover.org.uk



We are a welcoming, inclusive church worshipping in the Anglo-Catholic tradition of the Church of England. We have two churches: St Andrew, adjacent to the Buckland Mill development, and St Nicholas, situated on the Buckland estate.

There are two distinct communities in the parish: St Radigunds where the newly rebuilt Buckland hospital is situated, and the Buckland estate; both are areas of high deprivation. The Buckland Mill development consisting of new homes, a care home, shops and other amenities will create a third distinct community on the doorstep of St Andrew's church.

Many local people have a close affinity to 'St Andrew's' when it comes to requests for baptism and marriage; but few of these people come to church at other times, even when invited. We have formed a small team to participate in the diocese's Missional Learning Community initiative and hope this will help us make the changes we need to reach out afresh to our community, especially those who will be living on our doorstep.

We have close connections to Green Park CP School, the Buckland & Whitfield Children's Centre (based at St Nicholas church) and local uniformed organisations.

St Nicholas church no longer has a Sunday congregation; 'Messy Church at St Nicks' has become the new congregation at the church meeting weekly after school. This is a joint venture with Cross-Links¹, an ecumenical fresh expression of church.

The Lighthouse Church Dover hold their Sunday afternoon service at St Andrew's church.

Character

- It's a family
- It loves Anglo-Catholic but is open to worshipping in new and creative ways
- It faces difficult challenges but has hope and is forward thinking

¹ Cross-Links is based in a shop premises on the Buckland estate and delivers children and youth activities.

- It's taking part in the diocesan missional learning community (MLC) initiative

Charlton in Dover: St Peter and St Paul

www.charltonchurchdover.org.uk



Charlton Church worships God in a tradition that is Anglo-Catholic. We hold dear to our hearts a style of worship each Sunday that should give due praise and adoration to God.

On Sundays we have an 8am said Eucharist and 10am sung Eucharist. The sung Eucharist includes the use of incense each 2nd and 4th Sunday and has a small choir who help lead the music (*a cappella* once a month); music is a key part of our worship. We have a fortnightly Sunday club, Jigsaw, for children 6 years and over, which meets in the church hall alongside the sung Eucharist.

Our hall is next to the church; it is used on a regular basis by many diverse local groups and is also hired for private parties. We have a small crypt, recently refurbished, used by church groups and for outreach initiatives.

We hold a variety of fundraising events throughout the year including a Church Fayre (currently at St Mary's Parish Centre) where we offer free tables to other churches and charitable groups. These events raise funds for mission at home and overseas. Regular fellowship meals are an important part of our corporate life as a church.

The church nestles nicely within a large residential area. Tower Hamlets is a developing community in the western part of the parish; we have a heart for developing our 'plant' at the Curzon Hall Community centre. We are blessed to have nine schools in the parish, eight of which come to the church at least once a year for their carol services. We have close links with Charlton CE Primary school situated near the church.

Character

- It loves to worship and pray, especially in the Anglo-Catholic tradition
- It's a family and a community
- It loves to welcome local schools into the church

- It knows it must reach out to grow

Dover: St Martin of Tours

www.stmartinschurchdover.org



St Martin's is an evangelical church which values 'every member ministry'. The Team Vicar has special responsibility for the parish and is supported by a strong lay ministry team with two Readers, three ALMs and one Reader in training.

Our Sunday morning worship leans to contemporary style with traditional elements but makes time for the Holy Spirit to move. We are comfortable with congregational prayer and testimony during our times of worship; and offer prayer or counsel for those who seek it. 'Connect' is our monthly informal evening service which draws a mixed congregation of all ages from different churches and backgrounds.

We have been blessed by having a number of talented people who offer their musical gifts to lead the worship in music and song at each worship service.

The church is situated in the Elms Vale area, which is a neighbourhood on the western/ Folkestone side of Dover. The area within our parish stretches from the Dover Priory Railway Station along Folkestone Road taking in the neighbourhoods of Clarendon, Winchelsea, Maxton and Elms Vale.

We have our own detached church hall opposite the church that is used by a pre-school and for church activities. We have developed good links with the three local primary schools and pre-school, welcoming them for special services during the year.

We visit the local residential care home specialising in dementia care monthly and we are hoping to set up a team to develop opportunities for worship at Harmonia Village (the first Dementia village in the UK). We have recently formed a missional learning community (MLC) team under the leadership of our Team Vicar.

Character

- It loves and values the exposition of scripture
- It's friendly, hospitable and sociable
- It encourages and empowers every member ministry

- It has a heart for outreach, especially to children and families

Guston: St Martin of Tours

www.stmartinschurchguston.org.uk



We are a welcoming village church serving a village community. The church is a Grade II* listed building built at the end of the 11th Century. The PCC has the agreement of the Bishop to provide sacramental ministry from a male priest.

We currently enjoy a variety of different services that are not held in all the churches in the area. Evensong and Compline are particularly popular; we generally use the Book of Common Prayer.

The Sunday School group is attended by a core group of around four children and one older helper, but this fluctuates from time to time.

The parish serves two distinct communities: the village of Guston and a large community at Burgoyne Heights, formerly a military housing estate. We have a desire to raise our visible presence at Burgoyne Heights. We maintain a close connection with Guston CE Primary School where some of us are members of the governing body.

We have excellent connections in the village; our churchwarden is also clerk to the (civic) parish council and a member of the Village Hall trust. The Chance Inn serves as a hub for most activities including PCC meetings. The landlord hosts regular events for the church community as there is no church hall. This includes the Harvest Supper, the Patronal Day celebrations and regular fundraising events.

Character

- It's small and intimate
- It's traditional
- It's well connected to the wider village community

- It knows it needs others to maintain its life



Interim Team Rector

***Facilitator – Pastoral – Relational
Communicator – Prayerful – Visionary***

The Team

The way we work together as a team is framed within the *Changed Lives > Changing Lives* diocesan vision and our own team vision of growing fruitfully as disciples and together as churches. Transformation is at the heart of our ministry together – being changed by our encounter with Christ and changing others as we confidently share Christ in our communities.

Roles and Responsibilities

- To head up the ministry team and discern ways of developing ministry and mission within the Dover Town Team.
- To work across the team building up connections and increasing a sense of relationship between worshipping communities.
- To have pastoral responsibility for St Mary's church.
- To support St Martin of Tours, Guston in their arrangement to have male priests preside at the Eucharist.
- To participate fully in all aspects of the collegiate ministry of the Dover Town Team, The Dover Deanery and our Diocese.
- To take full advantage of opportunities for personal and professional development.

We are looking for someone who:

- Is friendly and approachable.
- Has a heart for God's word and living as part of the body of Christ.
- Is a good communicator.
- Is committed to leading the Dover Town Team, allowing time for stable relationships to grow so that positive foundations can be set re mission and ministry.
- Is comfortable offering pastoral care in a range of situations.
- Can engage with various styles of worship. Encouraging each tradition to explore expressions that engage and support new and current worshippers.

- Is able to deal with the inclusive and the conservative theological perspectives embraced by the faith communities within the town.
- Will set aside regular time for prayer and spiritual practices.
- Can set a good example of self-care.

Housing

The Interim Team Rector will reside at St Mary's Vicarage, Taswell Street, Dover CT16 1SE. Internally the property is in excellent condition, substantial works were done both internally and externally in 2014. The property is a 1978 built, 4 bedroomed, 2 storey property and a garage was also added with the 2014 works. The boiler was replaced in February 2015.



How will we know we are making a difference?

We would like to see where we are making a difference because this will be an encouragement to us and help us to be more effective in mission and ministry together. To help us do this we have identified some areas which are important to us; each area has some *metrics* - these are not targets to be met but rather measures to help everyone involved gauge progress:

- To respectfully encourage and enable the diverse and unique worshipping communities of our churches.
 - *Metrics:* enabling and facilitating local liturgical worship practices; celebrating festivals and sharing worship resources eg preachers; identifying opportunities to support local church celebrations and events eg Advent Carols at Charlton.
- To see numerical and spiritual growth in our churches.
 - *Metrics:* vocations to a variety of ministry; lay engagement in mission initiatives; increasing congregation numbers; more people in small groups; adult confirmation candidates; increasing ability to meet financial responsibilities.
- To engage with local schools, especially the 3 church schools through collective worship, sharing the Gospel and participating in school life.
 - *Metrics:* developing a lay and ordained schools ministry team; involvement as governors; increased visits of schools to our churches.
- To engage with the civic life of Dover/Guston and playing a fuller part in the life of the town.
 - *Metrics:* improved links and partnerships with civic and other bodies; community partnerships and initiatives; working ecumenically to love and serve Dover.
- To show God's love and share the Gospel to those who are at a disadvantage in society.

- *Metrics:* developing new and existing services/initiatives eg Ignite-D, work with the Dover Outreach Centre, Winter Night Shelter, Soup Kitchen, Foodbank, Harmonia Village; requests for life events such as christenings and weddings.
- To become more effective as a team working across our parishes.
 - *Metrics:* benefice forum; good benefice-wide communication; regular meetings of clergy and churchwardens; increased cross-church/parish involvement in leading initiatives eg Ignite-D at St Marys, Connect at St Martins; emergence of vocations to authorised ministries and focal leadership.



Appendix - Parish Statistics and Sunday Services

Parish Statistics

	St Mary's Dover	Buckland St Andrew and St Nicholas	Charlton St Peter & St Paul	St Martin Dover	St Martin Guston
Population²	5,405	12,655	8,980	7,349	997
Occupied households¹	2,318	4,904	3,622	3,017	373
Parish Deprivation³	549	659	971	1,901	4,697
Parish ER (2019)	110	17	34	47	9
Worshipping⁴ community	86 adults 15 children	23 adults 18 children	34 adults 15 children	38 adults 4 children	7 adults 5 children
Usual Sunday Attendance³	87	19	48	48	6
Average Weekly Attendance³	140	21	79 (2018 figs)	32	8
Baptisms³	18	12	15	3	3
Weddings⁵	2 (4)	13 (12)	5 (5)	3 (2)	1 (2)
Funerals³	8	5	6	0	1

Current Pattern of Sunday services across the parishes

	St Mary's Dover	Buckland St Andrew ⁶	Charlton St Peter & St Paul	St Martin Dover	St Martin Guston
1st	9.30am Holy Communion (Aycliffe) 10.45am Sung Eucharist	10.30am Sung Eucharist	8am Said Eucharist 10am Sung Eucharist	10.30am Holy Communion 6.30pm Connect service	6pm Evensong
2nd	8am Holy Communion 10.45am Sung Eucharist	10.30am Sung Eucharist	8am Said Eucharist 10am Sung Eucharist	10.30am Morning Worship	10am Sunday School
3rd	9.30am Holy Communion (Aycliffe) 10.45am Sung Eucharist	10.30am Morning Worship ('Andy's Invite')	8am Said Eucharist 10am Sung Eucharist	10.30am Holy Communion	6pm Holy Communion (BCP)
4th	8am Holy Communion 10.45am Sung Eucharist	10.30am Sung Eucharist	8am Said Eucharist 10am Sung Eucharist	10.30am Morning Worship	No service
5th	10.45am Sung Eucharist	10.30am Sung Eucharist	8am Said Eucharist 10am Sung Eucharist	10.30am Morning Worship	6pm Compline

² Source: ArcGIS Church of England Parish Maps link:

<https://www.arcgis.com/home/webmap/viewer.html?webmap=67bce0ed36dd4ee0af7a16bc079aa09a>

³ Source: Church Urban Fund – out of 12,382 parishes nationally, where 1 is the most deprived

⁴ The figures include all places of worship and is taken from the parish statistics for mission returns 2019

⁵ As for footnote 3 above, the figures shown in brackets are bookings for 2020

⁶ There is no Sunday service at St Nicholas church, the Messy church gathers weekly after school on Fridays during term time