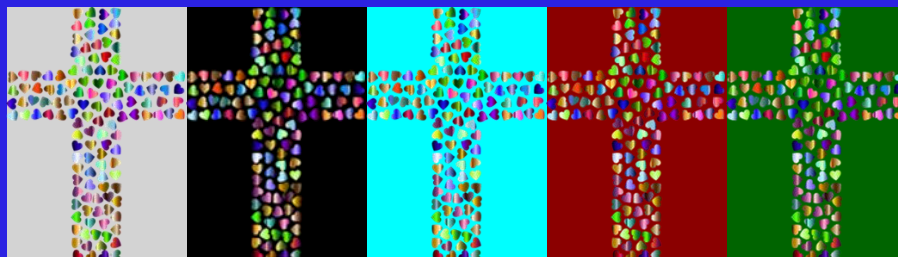


Team Vicar for St Peter & St Paul's Church Charlton & Mission Enabler for Buckland & Charlton Parish Areas in the Dover Town Team Ministry



- Open to ordained candidates who have experience of, and are comfortable with, leading within the catholic and sacramental heritage of the Church of England as well as comfortable working within a team across the Church of England's spectrum.
- Accommodation: Buckland Vicarage
- Accountable to: the Team Rector and other colleagues within the Dover Town Team Ministry
- Remuneration: Incumbent stipend (currently £27,540) and housing. We will also offer the necessary support to enable the right candidate to lead effective change, including regular supervision/support meetings with senior colleagues, and additional training or input to ensure well-being and self-care.

Introduction

Dover Town Team Ministry are looking for a Team Vicar rooted in and leading the residential parish of St Peter & St Paul's Charlton and who is also an innovative Mission Enabler who can encourage and equip the whole people of God to be more effective in reaching out to those who live in two of the parishes within the Team Ministry - Buckland and Charlton. Both parts of this role are to further the opportunities for mission and develop intergenerational work within these deprived areas. Collaboration, courage, and creativity brought to witness to Christ and the sacramental in the community are key in this exciting missional post.

Main Responsibilities

The Team Vicar for St Peter & St Paul's Church Charlton & Mission Enabler for Buckland & Charlton Parish Areas and will:

- Work with the people of St Peter & St Paul's Charlton to find a flourishing and sustainable future for the church through both traditional and new approaches to prayer, faith study and worship in the sacramental churchmanship spectrum, and by building connections with the local community through events and social media and other technology.
- Create, facilitate and support lay mission teams which will build relationships with the people of Buckland and Charlton parishes (especially with those from the estates), and offer them intergenerational ministry.
- To offer support, resourcing and training for the whole People of God in engaging with the mission of God in Dover, including in partnership with Christians Together in Dover.

In common with all members of the Team

- To lead worship across all the Parishes of the Dover Town Team Ministry
- To participate fully in all aspects of the collegiate ministry of the Dover Town Team, Dover Deanery and the Diocese.
- To take full advantage of opportunities for personal and professional development.

Key Desired Outcomes

- Renewed and flourishing modern catholic identity at St Peter & St Paul's Church Charlton
- Growth in the number and kinds of people engaging with Christian spirituality and with fresh or traditional expressions of church.
- Growth in the number and kinds of people engaging with Christian spirituality in new ways, for example, through a new social media network.
- Some new intergenerational groups, events, services, or activities established across the parish areas of Buckland and Charlton and at St Peter & St Paul's Church.
- Development of lay leadership in teams which build relationships and can draw in church members, and therefore have a good chance of being sustainable in the long run.

The Ideal Candidate:

- Our new Team Vicar & Mission Enabler will be committed to *Changed Lives → Changing Lives*: '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. In the Diocese of Canterbury, we want to increasingly become a Christian community transformed through encounter with Christ, growing and overflowing to transform and bless the families, homes and communities we serve: *Changed Lives → Changing Lives*.'

And be...

- **Missional:** with a clear heart for the Sacramental and the Gospel, they will have the skills, from their experience, to equip the whole people of God to connect with those who have little or no contact with the Church, especially on the estates (present and future) in the parishes of Buckland and Charlton.

- **A Team Player:** both across the Dover Town Team Ministry and in the specific parishes, the new Team Vicar & Mission Enabler will have a commitment to, and demonstrable experience of, leading and equipping teamwork - *Setting God's People Free*.
- **Pastoral at heart:** the new Team Vicar & Mission Enabler will work most closely with the congregation of St Peter & St Paul Charlton as well as support, equip and enable the parishes of Buckland and Charlton, Their commitment to care, trust and working together will be key in taking next steps in this mission work.
- **Courageous and Creative:** ready to lead brave decision making, they will be willing to engage in new ideas and projects which are innovative and pioneering.

DOVER



The town of Dover, one of the ancient original Cinque Ports, is well-known around the world as the home of the White Cliffs, Dover Castle - arguably the finest castle in the United Kingdom - and the busiest passenger ferry port in the world. Dover has both a national and local profile.

Dover is the UK's closest town to mainland Europe, with cross-channel ferries (90-minute crossing) and Eurotunnel (35 minutes) offering excellent connections to France. The high-speed rail service HS1 means St Pancras International Station in London can be reached in just over an hour; the Cathedral City of Canterbury is 15 miles to the north-west; and the coastal town of Deal – the home of the renowned Deal Festival of Music and the Arts – is just 7 miles to the north. Known the world over as 'The Gateway to England', Dover is a prime location with easy links from Europe by rail and sea. It boasts a high-speed rail link from London and its excellent motorway connections (M2 & M20) offer speedy access from other parts of the UK.

Dover offers exciting challenges and opportunities for ministry that are rarely found together in the Church of England. It serves a population of 38,000 with combined average weekly church attendance of 200. The Port of Dover has grown from a Roman Port to being Europe's busiest passenger port, handling over 4.8m vehicles and 11.7m passengers last year. Dover is a crucible for the wide variety of attitudes throughout the UK about migrants, refugees, and asylum seekers. And, of course, Brexit. Dover is considered a deprived area on a national level where its many families struggle, youth unemployment is high as are a variety of disability and levels of literacy are low compared to other parts of Kent. There's the opportunity to explore the complexity of these issues, and join with us to do some contextual theology as we respond practically.

There are also many developments - the long-awaited Western Docks development, which will handle cargo/freight ships, is well underway. Another regeneration project has been completed: the St James development is situated close to the town centre and offers free parking, a retail complex, food outlets and multiplex cinema. Dover has just been awarded £63 million in the levelling-up Government fund which will see creative and educational development hubs built. The major employers in Dover are the retailers, health, social services and education.

Dover Town Team Ministry



The Team Vicar & Mission Enabler will join a team of clergy and lay leaders working together within the **Dover Town Benefice**, which consists of Parishes of Buckland, Charlton, St Mary's, St Martin's Dover, and St Martin Guston. Together, the parishes of the Benefice cover the geographical area of Dover town centre, the Port of Dover and the communities immediately surrounding the town centre.

The Team Vicar & Mission Enabler will join a team of stipendiary clergy consisting of:

Team Rector (Interim) Revd Catherine Tucker who is focal minister for St Mary's and also Chaplain to the Mayor of Dover, part of Port of Dover Chaplaincy Team which comes under the oversight of the Kent Workplace Mission, on the executive of Christians Together in Dover (CTID) the ecumenical network for Dover, part of the Port & Community Forum and a core member of the newly formed Dover Pilgrimage Festival team.

Team Vicar Melissa Carter for St Martin's Dover who also leads on our schools work across the Benefice and is an active member of Dover Street Pastors. We work across 10 primary schools and one secondary school as well as on their respective Governing bodies and this a hugely important part of the ministry across Dover.

The team also includes:

House for Duty Associate Priest Revd Kirrilee Reid based at Buckland Parish who additionally with her husband fosters short term stay young migrants for the Diocese.

Self-supporting Minister Revd Angie Stupple offers most time to Charlton Parish and lead on Pastoral ministry across the Team who has just been licenced as part time Spiritual Lead at Pilgrim's Hospice Canterbury.

PTO Revd Trish Godfrey based at St Mary's and leader on children's church there.

Readers - Nigel Collins based at Buckland Parish who is also Lay Chair of Dover Deanery and Diocesan Warden of Readers and Pastoral Secretary, Wendy Bowditch based at St Martin's who is also commissioned in Anna Chaplaincy specialising in dementia, Mike Bowditch based at St Martin's, Graham Snellin based at St Martin's and Chris Scoble based at St Mary's.

Our Authorised Lay Ministers are Malcolm Gavin based at St Martin's, Anne Collins based at Buckland and Gill Neary based at St Mary's.

Other lay leaders contribute a great deal.

Our Benefice Forum



The Team Vicar & Mission Enabler would become a key player in the Benefice Forum.

Led by the Team Rector, the Parishes of the team meet regularly at the Benefice Forum which involves all Clergy and Lay ministers, Churchwardens, Treasurers, and any PCC members who wish to attend. We usually have around 20 people in attendance. This is the forum where we are amid enabling change in the way we interact and work together between people and Parishes, and

developing a cohesive vision as the Church of England Parishes together in Dover. The Team Ministry has been undergoing a period of recent change, moving away from a centralisation and is now more successfully operating with greater independence of churchmanship identity for respective churches and also focal ministries based at particular churches. From those bases everyone in the Team also all works outward for the whole Benefice including our very healthy number of Pastoral Offices. In terms of our vision together – this is early days - and the new Team Vicar & Mission Enabler could contribute strongly to this vision. We have recently developed a new Benefice Newsletter, have joined together for Lent and Advent courses as well as Holy Week, we are also leading our Confirmation course across the Benefice together and developed an increasingly supportive attitude in offering cross Parish support for our new community open days. Whilst all our Parishes are financially solvent, they are all in need of more funds and are also unequal in terms of their current budgets and whilst we pay our Parish Share supporting each other as Benefice there remains financial disparity and its consequences between the Parishes. The current percentages are: St Martin's Dover 22.1%, Buckland 11.6%, St Mary's Dover 44.4%, Charlton 19.5%, St Martin's Guston 2.5%. Exploring ways of and the potential benefit of fundraising together is a priority. Non-Sunday worship together is being explored as is the need to rebuild our work with young people.

Deanery



The Team Vicar & Mission Enabler would play a key part in the Dover Deanery as we also maintain good relationships with the ministers and parishes of our Deanery and join in the annual Day of Encouragement, the Mission & Ministry meetings, and the work of the Synod as well as in the Chapter breakfasts, evening meetings and annual retreat in Condette, France. We participate in the Deanery Mission Plan in which prioritised 'themes' are Church Revitalisation & Planting, Mutuality & Parish Share, Children & Young People, Environmental Justice, Equipping for Discipleship & Vocation. *Dover Deanery is the Gateway to England as well as a springboard to Europe. It has over 20 places of worship, some ancient some modern, where dedicated and faithful laity & clergy share the Good News of Jesus in word and deed. Dover is at the centre of this, and you would be welcomed into a community of faith reaching across denominations and into the wider society.*
 Revd Andy Bawtree – Area Dean of Dover

Partners in Mission



The Team Vicar & Mission Enabler would join in our work with our partners in mission across **Dover**. There are three significant outreach activities which come under the arm of CTiD: The Winter Night Shelter • 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 is a charitable trust initiated by but now separate from CTiD it provides breakfast, washing and signposting facilities for Dover's homeless population. The Centre also organises the Dover Winter Night Shelter in partnership with Dover churches, providing food and shelter during December, January, and February. Three of our Team's church buildings are used in this way. 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 and The Lighthouse Church Dover (independent). 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).

Around the Parishes

St Peter and St Paul Charlton Dover



Worships God in a tradition that is more on the Catholic end of the spectrum. We hold dear to our hearts a style of worship each Sunday that gives due praise and adoration to God.

Our main Sunday Sung Eucharist includes the use of incense and bells, and we have a rota of Altar servers, readers and Intercession prayer leaders. We have use of virtual organ music three Sundays a month. Occasionally we have a small group of three singers called our worship band choir who help lead the music. We have a link with a young group of singers called the Dover Community Youth Choir who lead our music once a month. All music is choral and, mainly,

from the New English Hymnal book.

Our Sunday services are at 8am (Said Eucharist) and 09.30am (Sung Eucharist). Every fourth Sunday is a Family Friendly Eucharist Service. A Service of the Litany is held every Friday morning and there is a mid-week Holy Communion service on Tuesday mornings at 9.30am. At seasonal periods of the Church calendar there will be peripatetic Stations services . At present we have a Sunday attendance of 7 at our 8am service and 20-26 at our 9.30 service. Our electoral role is 30.

In 2022 we initiated a “Re-engage with Community” programme that offers the Church and Community a chance to meet in a secular friendly social environment in Church. There are themed music evenings (Musicals, 70’s, 80’s, 90; s etc). On these occasions the Church is converted into a “Cabaret style” setting and reverts for our Sunday Worship. We hope to bear fruit from these events to add financial support and, possibly, add to our numbers long term.

We have a follow-up system for Baptisms to invite people back to church and provide information on services and activities.

We are blessed to have our own Church Hall next to the Church. The hall is used on a regular basis by local groups, including a Fresh Expressions Filipino Community Church. The hall is also hired for private parties. We have a small crypt, recently refurbished and a large green space attached to the church and are working towards making more use of this area for outdoor activities and services, including plans for a labyrinth.

There are 9 schools in the Parish area. The Church school visits during the year as part of the school curriculum and 7 schools celebrate Carol services here. Our own Church school at Charlton has established a close link with the Church. We are in the process of setting up a toddler group.

At Charlton we love to worship and pray, especially in the more Catholic tradition. Charlton is a family, a community. We know we must reach out to grow. We are imaginative in our thinking for the future within the Benefice of Churches in the Dover Team.

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



All are welcome, we are an inclusive church offering a welcome to people irrespective of their age, gender, race or circumstances. Our worship is a blend of formal and informal, influenced by the Catholic and Marian traditions of the Church of England. Our main place of worship is at St Andrew's church, adjacent to the Buckland Mill development. St Nicholas church, situated on the Buckland estate is used as a meeting place as well as being the local Children's Centre (there is also a dedicated worship space).

There are two distinct communities in the parish: St Radigund's which includes the Buckland hospital, and the Buckland estate, a third community is evolving on the Buckland Mill site. The church and churchyard are known as sacred spaces and many local people see St Andrew's as their 'family' church.

Our weekly 10:30am Sunday services include both Eucharistic and lay-led services. We also have a Tuesday morning Taizé meditation style service. We are experiencing a growing pastoral ministry amongst those in our local community who find themselves experiencing a range of difficulties. These include a number of families with children, whom are not necessarily familiar with church worship. Many of these attend our weekly Wellness Group, 'St Andrews Alive'.

As a church our vision is to focus on developing and strengthening the evolving connections we are experiencing with local people and to face the challenges and limitations associated with a grade 2* listed church building.

Our 2022 statistics for mission figures were:

Electoral Roll – 17 (15)

Worshipping community – 29 (16)

Average weekly attendance (October count) – 28 (14)

Usual Sunday attendance – 15 (15)

Weddings – 10 (8)

Baptisms – 33 (8)

Funerals – 6 (5)

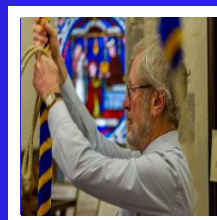
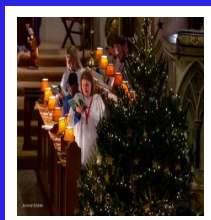
2021 figures are included in brackets



St Andrew's Vicarage

St Andrew's Vicarage, 3 Crabble Meadows is a relatively new build situated adjacent to St Andrew's Church. This is a spacious family home with living room, dining room, kitchen, utility room, family bathroom, 4 bedrooms (including one en-suite), a dedicated study and cloakroom is situated off the entrance lobby. The property has a fenced garden and patio to the rear and side, a detached garage and parking outside. The drive leads to an unfinished church car park with 10 parking spaces (completion has been delayed due to repairs to the perimeter wall).

St Mary-the-Virgin Dover



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 Port of Dover and the seafront. St Mary's Church is regarded as firstly the Civic Church; the Team Rector is Chaplain to the Town Mayor and as the 'Sailor's Church' as part of the Port Chaplaincy; services throughout the year reflect both these aspects.

St Mary's has an excellent Choir in the choral tradition as well as a bell ringing team and we would describe our worship as traditional, liturgical and central but with a relaxed and family ambience with children's church weekly. St Mary's Sunday worship has the fourth Sunday of the month as a Family Eucharist service involving children in increasing participation and the first Sunday of the

month now offers Laying on of Hands Healing ministry. The second Sunday of the month is a Lay-led Matins service and lay leadership is much encouraged. Our Sunday attendance is around 45 people. Our prayer life is augmented by the spiritual and social ambience of the mid-week Holy Communion with around 12 attending, Saturday informal prayer and reflection time called Local-Global with 8 attending and traditional Sung Evensong once a month with between 16-30 attending. Our pastoral team are continually present and take Home Communion to those unable to attend church.

There is a purpose-built Parish Centre which is adjacent to the Church used by many community groups from across Dover and for a number of key church social events as well as missional outreach initiatives such as Little Lambs Toddler's & Parents with 20 families, Community Café with around 40 coming & going, Let's Learn English with 10-20 joining and collaborative events with Dover District Council – the jobs recruitment fair saw hundreds come.

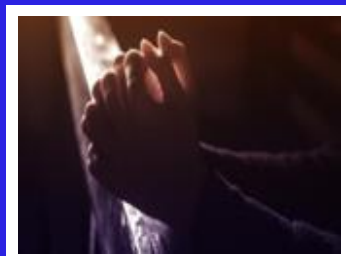
We maintain a close connection with Dover College Senior School & Sixth Form where the team offer Chapel on a weekly basis and with Mary's CE Primary School and Aycliffe primary school where we offer regular collective worship. St Mary's has recently been a significant part of the Kent Pilgrimage Festival alongside other organisations the town and this is being developed upon for the coming years and also plays a major part in Christians Together in Dover.

St Mary's mission plans include:

- an opportunity to be part of developing a community forum on the Aycliffe estate.
- a re-ordering building project that will see the back of church opened out for increased children's work and adaptable for other events.
- development of the use of technology for communication purposes.
- the development of a weekly community wellbeing outreach event for older people.
- We know we need to develop our work with young people.

St Martin of Tours, Dover

A Bit About Us



St Martin's is an Evangelical church with a strong Lay Ministry Team with three Readers, and two ALM's alongside a strong worship music team, the Team Vicar is 0.5 with St Martins and we are also supported at times by the rest of the Benefice clergy. Our regular Sunday morning attendance is about 30 adults and 6 children.

Our worship is a contemporary style following common worship. Within services we make time for the Holy Spirit to move, extemporary prayer and testimonies are encouraged and we are developing our pastoral prayer ministry. We have a weekly Sunday school except for the 1st Sunday of the month which is an all-age service focusing on developing confident faith through discussion and activities. We are currently re-establishing (post covid) a couple of home groups which are run by members of the congregation.

Surrounding area:

St Martin's is situated in the Elms Vale area, which is a neighbourhood on the western side of Dover. The parish basically follows the Folkestone Road from Dover Priory Railway Station up to and including Maxton this area includes the neighbourhoods of Clarendon, Winchelsea and Elms Vale. Most of the parish is formed of owner-occupied housing, but some areas are classed as 'Areas of Deprivation', with a large number of single parent families and diverse ethnic backgrounds. In the parish there are two community primary schools and one special needs school supporting students with significant emotional and behavioural needs. There is also a pre-school who runs out of the church hall.

Mission & Outreach:

Our vision is to build relationships with the community. We have regularly supported our local schools with their harvest, Easter, Christmas and leavers celebrations as well as taking assemblies regularly in one of the primary schools. Since 2021 we have been regularly running a weekly parent and baby/toddler group which we also try to run through school holidays, welcoming older siblings during the holidays. A church-based group called 'CAMEO' (Come And Meet Each Other) meet three times a month in our church hall and has a range of people from St Martins, other local churches and the community attend. We also support our local residential homes and individuals by offering home communion and individual visits. One of our readers is also an Anna Chaplain offering support for families and individuals living with Dementia. We are also currently developing a community garden in our grounds offering a place for fellowship, prayer and quiet rest.

- We are friendly, hospitable, and sociable and seek to offer a welcoming space to nurture faith and support people in all stages of life.
- We have a Christ centered theology which is rooted in scripture and its practical application is at the heart of our missional activities.
- We are comfortable with modern forms of worship and study, looking for new ways to engage with those seeking and exploring as well as those wanting to deepen their faith.
- We promote exploring vocation in all its forms, offering support in discernment, development and training.

St Martin of Tours : Guston



We are a welcoming village church serving a village community. The church building is Grade II* listed built at the end of the 11th Century. Guston PCC has passed a resolution under the House of Bishops' Declaration. We currently enjoy a variety of different services that are not held in all the church but also in the area. Evensong and Compline attract faithful but small numbers. Generally, we use the Book of Common Prayer. There are two distinct communities in the parish: the village of Guston and a large community at Burgoyne Heights, where we maintain a close connection with Guston CE Primary School. The Chance Inn serves as a hub for most activities including the church 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 fund-raising events.

- It's small and intimate
- It's traditional
- It's connected to the wider community
- It knows it needs others to maintain its life

There is a current formal consultation for pastoral reorganisation whereby this Parish would potentially leave the Dover Town Team and become part of the neighbouring Bewsborough Parish.