

# Incumbent (SSM) South Wye Rural Parishes

*comprising Ballingham, Dinedor, Holme Lacy & Little Dewchurch*

*A self-supporting post in beautiful countryside near Hereford city, offered with housing for the better performance of duty*

*St David's, Little Dewchurch*



*Social at Ballingham*

*The river Wye  
bounds the  
parish on  
two sides*





## Foreword from the Archdeacon of Hereford, Derek Chedzey

Thank you for showing an interest in the role of Self Supporting (SSM) Vicar in the The South Wye Rural benefice. This is a part time self supporting post in a vibrant and friendly Benefice. As the Vicar you will have pastoral oversight for the communities and churches and also play a major role in mission across the whole Benefice in line with the gifts which you bring. There is considerable potential for growth and a willingness to engage in community focused mission. This information pack provides an outline of the role, the skills and experience that we are looking for, details of the

Group plus further background to the Deanery and Diocese.

This is an exciting time to join in the work of this Group and Diocese. We are very much looking forward to living out our vision of Proclaiming Christ, Growing Disciples, Inspiring each generation to follow Jesus Christ.

Locally there is a real energy to reconnect with our communities and reignite our calling to be a Church for this and future generations. Our response to what we sense God is calling us to be as a Diocese and parishes can be explored further at [www.hereford.anglican.org/vision/](http://www.hereford.anglican.org/vision/)

Thank you for taking the time to consider this opportunity.

If this is a role that excites you, we would very much like to hear from you and we look forward to receiving your application. Please submit your application on the application form downloadable from Pathways

Yours in Christ's name and service.

## A word from the Rural Dean, Neil Patterson

Hereford Deanery is the largest in the Diocese, comprising ten varied benefices covering the city itself and the nearest circle of rural parishes. The deanery includes parishes and clergy from across a breadth of tradition and background, offering a warm welcome to a new incumbent in South Wye Rural. This benefice was for many years part of the now-dissolved South Wye Team, during which period a significant degree of rationalisation took place in terms of church buildings. Since mid-2018 it has been a separate benefice, and is in the process of rediscovering the mission potential in a sparsely populated but socially active area.

In the life of the wider Deanery, much attention is focussed on mission strategy in the city, where we are conscious of the lower levels of churchgoing relative to the rural areas of the Diocese. As this evolves, with possible impacts on the rural environs, we intend to take care that the very different model of mission and ministry which often achieves growth in village and dispersed communities continues to be cherished and supported as a full part of our collective work.

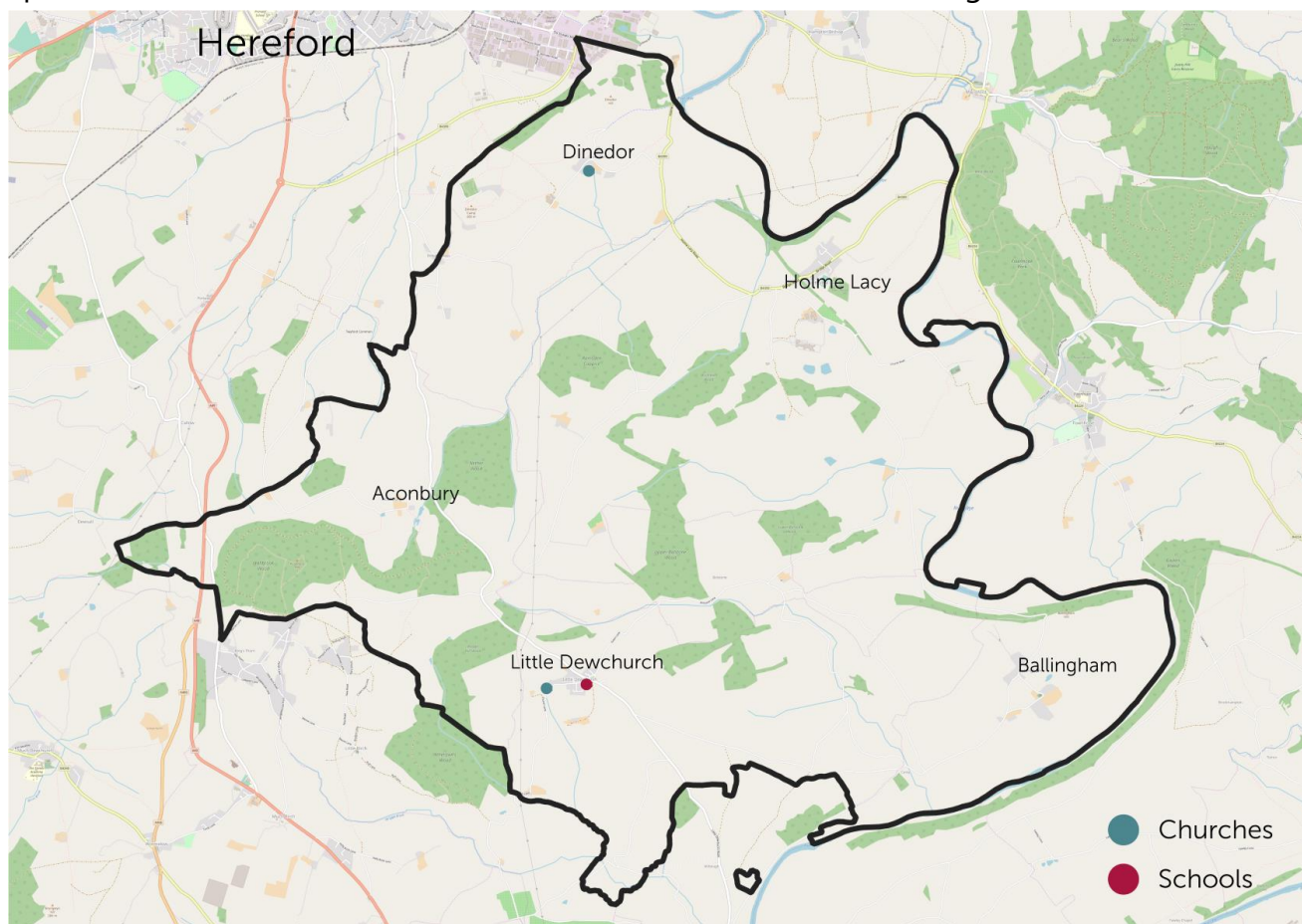


**We are praying for a priest rooted in prayer, with a heart for people and for sharing Jesus with them, in this rural parish of two churches, close to the city of Hereford. We are looking for Sunday ministry plus two full days (hours negotiable).**



## The Parish

The parish of South Wye Rural comprises a large tract of countryside south of Hereford, with now two open parish churches at Dinedor and Little Dewchurch, marked below, together with the school.



Thoughts on Ballingham, a typical settlement in the parish, from a persistent woman...

*Statistics describe the area as socially deprived! No essential amenities like a shop, school, health care centre, transport (last train ran in 1965) or places of worship for a population of less than 200. We manage very well without the essential amenities. A well-maintained sturdy vehicle of some sort is essential - for access to a family's choice of schools, church and doctors, fuel, cash and shops. Electronic communications for shopping online helps - speeds are variable depending on location. Large white delivery vans do not realise a safe braking speed of 25MPH is advisable – our narrow roads have many corners and 'grow' potholes.*

*The population ages 0 to 95+ some families have three generations living and working in the area. Family Farms, smallholdings or traditional crafts, others work outside the Parish – technology, manufacturing, specialist transport, teaching etc. Others are incomers, empty nesters, drifting into retirement. Wanting a quiet life! Impossible with seasonal noisy farming, craft operations and smells. Afternoon and night life organised by a very active village hall committee is available: wine tasting, WI, quiz nights, craft days, short mat bowls, Flicks in the Sticks, and the traditional seasonal activities Christmas parties, summer fete - now a BBQ with stalls and games that finishes early next day. As well as a village hall, developed from the Old School (closed in 1956) to celebrate the Millennium, there is a thriving destination Inn at Carey.*

*Propagation of the Gospel in the village is by DEEDS. On average 20 adults go to regular Sunday worship in Hereford – Freedom, Challenge, Baptist, Christian Life, Roman Catholic. As restaurant Patrons expect varied menus so do younger Christians. My Churchwarden father used to say 'Faith is like that fig tree – Work round it and give it a bit of good muck – you'll see - it will fruit!' Go on, fill in the form and apply!*

*Ann - worshipper for 50+yrs*

## The Churches and School

### ST. DAVID'S, LITTLE DEWCHURCH

St David's church, mainly rebuilt in 1869-70, sits in a charming location below the village centre of Little Dewchurch. The 14th century bell-tower was refurbished fairly recently, augmenting the ring to 6, and the building is in general good repair. Service each Sunday is at 11.00am, in a cycling pattern of Holy Communion (BCP once a month) and one lay-led Morning Prayer, with a regular congregation of 12-14. Larger congregations are drawn to festivals at certain times of year. We recognise that without water or WC, the church building is a limited facility for all-age use, and the PCC has begun to open the question of how to tackle this. The churchyard is open for burials.



We are linked to the School by their seasonal services in church and by the monthly Messy Church in the Village Hall, with an average attendance of over 30 people, bringing the Christian faith to the next generation. This has been a key initiative in recent years which we would like to see develop and grow. Little Dewchurch is a compact village of approx. 400, with a pub and Village Hall, though the former parish stretches across to Ballingham in the east.

### LITTLE DEWCHURCH COFE SCHOOL

The school in Little Dewchurch, with approx. 100 pupils (many of whom travel in from Hereford) enjoys a close relationship with the church, only about 300 yards away down the lane. The incumbent appointed will be an ex-officio Governor, and able to step into a regular pattern of visits, Open the Book assemblies and services which will no doubt develop as their new relationship with the school grows.



### ST ANDREW'S, DINEDOR

Dinedor church is also a building of medieval origin, thoroughly restored in the 19<sup>th</sup> century and in good repair, and with the Village Hall one of only two community buildings in the settlement nestling under its eponymous hill. Services of Holy Communion are held twice a month at 9.30am, with a regular congregation of about 10, though stronger attendance at festivals. The churchyard is open. Dinedor is a scattered settlement of some 290, mostly older parishioners, and the former parish includes Holme Lacy (see below).

## CLOSED CHURCHES IN THE PARISH

**Aconbury** closed for regular worship many years ago and has been used as a furniture depository by the diocese, but is now awaiting transfer to the Duchy of Cornwall, who are the neighbouring landowners. **Ballingham** closed in 2016 and now belongs to the family whose farm it adjoins, and has been used for occasional events and services, and the detached new churchyard remains open. **Bolstone** closed many years ago and is also in private hands. **Holme Lacy** is an important historic church, but in a flood-prone location distant from the village of Holme Lacy, and was transferred to the Churches Conservation Trust in 1994, but again the churchyard remains open and the responsibility of the PCC. Holme Lacy is a significant settlement (c.470) with a more mixed population and is home to an Agricultural and Rural Crafts college (part of Hereford and Ludlow College) but feels only limited affinity to the South Wye Rural parish.

## THE OFFICE AT ST MARTIN'S

Since the area became part of what evolved into the South Wye Team, over 40 years ago, the churches have been resourced by the Team Office, located at St Martin's church in Hereford. This arrangement continued under the previous incumbent and through the vacancy on a contracted basis, and the office is widely recognised as a first point of contact. It will be for a new incumbent to determine, with the PCC, the best form for administration in the parish, but there is warm support for the continuation of this arrangement.

## Our Mission

*Organised under the three Shared Priorities used by the Diocese of Hereford*

### SP1 – SPIRITUAL AND NUMERICAL GROWTH

- Steady regular congregations ready to welcome newcomers warmly
- History of study groups and experimental services to reach new people
- Significant outreach into the Little Dewchurch school community through Open the Book and Messy Church – on which we wish to build.
- Desire to improve offer to families in church
- Desire to renew online presence and social media engagement

### SP2 – Contributing to the Common Good

- The Church is at the heart of community life in the villages where it is present
- Need to be aware of the whole parish and its varied needs

### SP3 – Reimagining Ministry

- Lay involvement in Open the Book & Messy Church
- Lay leadership of Morning Prayer
- Desire to develop pastoral care group
- Readiness to review the pattern of services



*Marriage anniversary blessing celebration at Dinedor*



## **Figures and Finance**

As noted above, regular congregations at the two churches total about 25, rising to 50-60 at Christmas and Easter. As might be expected in a small parish, numbers of occasional offices fluctuate from year to year, but a rough estimate based recent years would be four baptisms, one wedding and seven funerals a year. The total income across both churches has averaged some £26,000: until recent years a Parish Offer of £12,000 was made from the group, though a lower level has been set more recently (£8,200 for 2020) and it is hoped to be able to recover to the earlier level or better.

## **Living in South Herefordshire**

### **WHERE WE ARE**

Herefordshire is a beautiful rural county, with the Welsh Mountains to the west, and the Malvern Hills to the east. Outside the city of Hereford there are market towns, villages and hamlets, some only reached down quiet lanes. One of the least densely populated counties, Herefordshire's age profile is slanted towards the older age groups. Many young

people leave for careers and opportunities outside the county and are replaced by older "incomers" looking for a better quality of life and/or a peaceful retirement. The area has good fibre broadband but generally rather poor mobile signal.

*View of Hereford City from Dinedor Hill*



One third of the county's population lives in Hereford City, which is a major shopping centre for a wide area. The city has several industrial estates the largest of which, Rotherwas, is located within the South Wye area. The farming industry is going through a period of change which is having an effect on the whole community. Hereford has a thriving social life with theatre, cinema, night clubs, wine bars, pubs and a full range of leisure activities. There are good rail and bus links. The City has a modern General Hospital.

### **HOUSING FOR THE NEW INCUMBENT**

At the time of writing an offer has been accepted on a suitable house within the benefice. Applicants are encouraged to discuss the the progress of this acquisition with the Archdeacon.

## **Role Description**

### **SECTION 1                      DETAILS OF POST**

Role Title (as on licence)	Vicar
Name of Benefice	South Wye Rural Parishes
Archdeaconry	Hereford
Deanery	Hereford

### **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 of the parish, by a pastoral, sacramental and teaching ministry within the Church and community
- 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
- Enabling the new parish of South Wye Rural to grow its identity and sense of mission and outreach

#### **RESPONSIBILITIES**

##### **1. Leadership in mission**

- Lead the church community in setting its vision for mission and growth
- Engaging with the entire parish population to identify needs and opportunities for mission
- Fulfil and build upon the expectations of involvement in Little Dewchurch CofE Primary School

##### **2. Collaboration, team leadership and ministry development**

- Offer collaborative leadership that seeks to make the most of the gifts of all
- Seek to actively develop and grow others in leadership
- Be ready to support and rejoice in lay or ordained leaders who may be called in the parishes in the future

##### **3. Leading worship**

- Providing competent and thoughtful leadership of regular and occasional services to sustain parish life.
- Lead the churches in review and renewal of worship patterns

##### **4. Encouraging discipleship**

- Preach effectively in the variety of modes required for parish life in its fullness
- Resource and teach Christians in their daily discipleship
- Challenge church members to contribute generously in response to God's

generosity and the needs of others.

**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

**6. Administration and parish organisation**

- Work in collaboration with the PCC and warden(s) to identify and shape the most effective structures for parish administration
- Affirm and abide by national, diocesan and parish policies and legal requirements
- Ensure good communication within the parish/es and relay key messages from the deanery, diocese and national church

**7. Ministering in a wider context**

- Play a full part in Deanery life (including Synod and Chapter) and the life of the Diocese, being open to additional responsibilities or opportunities that may arise

**8. Self-discipline, spiritual discipline and own development**

- Give continual attention to 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 networks
- 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 need 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

Parish Profile as above

Mission Action Plans (MAPs)

Statement of Need signed off by: The Venerable Derek Chedzey, Archdeacon of Hereford



# PERSON SPECIFICATION

## For Vicars, Rectors and Priests-in Charge

Qualifications	
<ul style="list-style-type: none"> <li>An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises</li> <li>Satisfactory completion of Initial Ministerial Education</li> <li>Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry</li> </ul>	
Personal qualities and skills	
<p><b>Personal qualities</b></p> <ul style="list-style-type: none"> <li><i>A developed and maintained prayerful spiritual life</i></li> <li><i>Personable and approachable</i></li> <li><i>Collaborative and consultative</i></li> <li><i>Discreet and able to maintain confidentiality</i></li> <li><i>Exhibits self-awareness and confidence</i></li> <li><i>Learns from experience and constructive feedback</i></li> <li><i>Resilient</i></li> </ul> <p><b>Skills</b></p> <ul style="list-style-type: none"> <li><i>Efficient and organised</i></li> <li><i>Diligent and persistent</i></li> <li><i>Good working knowledge of IT</i></li> <li><i>Recognises, respects and enforces boundaries</i></li> <li><i>Articulate and able to communicate in a wide range of settings</i></li> <li><i>Ability to handle conflict effectively</i></li> <li><i>Ability to sustain healthy relationships</i></li> </ul>	
Proven Experience and Competencies [Consider the type, level and quality of experience, rather than the length of experience]	E or D
<i>Ministry in a rural setting with a range of traditions</i>	<b>D</b>
<i>Leadership and management of others that releases their energy</i>	<b>E</b>
<i>Experience of leadership with scarce human resources</i>	<b>D</b>
<i>Leading and structuring a local church in a way that resources individuals to take responsibility for the development of their faith and ministry</i>	<b>E</b>
<i>Identifying, encouraging and developing gifts for ministry in the parish</i>	<b>E</b>
<i>Creating a context where church members put themselves forward for licensed lay or ordained ministry</i>	<b>D</b>
<i>Resource allocation that enables mission</i>	<b>E</b>
<i>Effective teaching on stewardship and generosity on Biblical principles</i>	<b>D</b>
<i>Engagement in community life in rural communities</i>	<b>E</b>
<i>Engagement with schools</i>	<b>E</b>

**Knowledge and own development**

- *Understanding of team dynamics*
- *Understanding of leadership practice*
- *Willingness to take responsibility for and commitment to own personal and professional development*
- *Regular study and theological learning*
- *Willingness to have a mentor, coach, work consultant and/or spiritual director*

**Other** Ability to travel in a highly rural area

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