*Clergy Role Description*

**Diocese of Durham**

*Role description signed off by:* Archdeacon of Auckland Date: 07.04.22

To be reviewed 6 months after commencement of the appointment, and at Ministerial Development

Review, alongside the setting of objectives.

**Details of Post**

*Role Title:* Priest-in-Charge

 within the Central Hartlepool Group Ministry

*Name of benefice:* St Aidan with St Columba, Hartlepool; St Luke,

 Hartlepool; All Saints, Stranton

*Deanery:* Hartlepool

*Archdeaconry:* Auckland

*Initial point of contact on terms of service:* Diocesan Secretary

1. **Role Purpose**

**The vision of the Diocese is 'Blessing our communities in Jesus' name for the transformation of us all'. Within this the four core priorities are to:**

* **Energise Growth**
* **Engage with Children, Youth and Young People,**
* **Challenge Poverty and**
* **Care for God’s Creation.**

**These are outlined and expressed in the Diocesan Mission Strategy, 'Renewing Pilgrimage'.**

**General**

* To share with the Bishop in the cure of souls in these parishes, in line with the Diocesan Vision, Priorities and Strategy described above.
* To be the parish priest of this parish, having regard to the calling and responsibilities of the clergy of the Church of England as described in the Ordinal, the Canons, national safeguarding policies, and all other relevant legislation, and in accordance with the *Guidelines for the Professional Conduct of the Clergy 2015.*Specifically, the parish priest must give due regard to safeguarding policy and practice.
* To work with the PCCs towards the development of the local churches (both the people and their buildings) so that the churches are sustainable and effective in mission.
* To ensure that a high standard of worship, preaching and pastoral care is provided so that people are enabled to live as disciples of Christ.
* To nurture discipleship and develop the ministry of all God's people, through training, cooperation, delegation, support and example, so that they take more responsibility for the mission and ministry of the parishes; to seek to identify potential future leaders and ministers. Where there is a Shared Ministry Development Team, to work with it as described in the SMDT agreement.
* To encourage all church members to participate in generous giving for the mutual support of one another across the diocese, and the wider Church of England.
* To collaborate within the deanery in mission and ministry and, through the Deanery Plan, participate in the shaping of ministry as resources and opportunities may require.(See further under “Role Context below.)
* To be proactive and persistent in seeking the fullest degree of ecumenical cooperation wherever possible.

**Specific**

* To continue to help the churches to work well together, growing and thriving, while sharing ministers and resources across the group.
* To be open, creative and innovative in leading worship, including all-age worship, whilst also being mindful of the needs of those who value existing and traditional forms of worship.
* To give leadership and ministry to the Communities of Hope Project and to support the work of the Steering Group.
* To continue to grow and develop ministry amongst children, young people and families.
* To work alongside and support the lay leadership teams in the two church schools and the other local state schools and colleges in which we already have established links.
* To encourage and support those engaged in ministry in support of refugees, and to demonstrate love and compassion to those seeking asylum.
* To work with volunteers, local organisations and groups to alleviate poverty, including through the work of St Aidan’s Kitchen and the town Foodbank.
* Work with the PCCs to establish a sustainable patterns of ministry for the short-term, before the second priest is appointed to the Group and, and for the longer terms when both appointments have been made.

**3. Key Contacts**

Churchwardens:

St Aidan’s and St Columba’s – Mrs Helen Rochester and Miss Jane Spears

All Saints Stranton – Mr Peter Anderson and Mr Rohan Wanduragala

St Luke’s – Mr Robert Darling and Mrs Christine Amjad-Ali

PCC Secretaries:

St Aidan’s and St Columba’s – Mrs Kathrine Batty

All Saints Stranton – Mrs Maureen Anderson

St Luke’s – Mrs Julia Taylor

Parish Administrators:

St Aidan’s and St Columba’s – Mrs Kathrine Batty

All Saints Stranton – Mrs Trish Playfor

St Luke’s – Mrs Julia Taylor

Curate – Revd Michelle Delves

Community Minister – Revd Clive Hall

The Associate Priests - Revd Andrew Craig, Revd Kevin Tones

Readers – Mrs Mary Tones, Mrs Linda Dott

Area Dean – Revd Canon Janet Burbury

Church Schools:

St Aidan church of England Memorial Primary School

**Headteacher:** Miss Lynn Chambers

**Deputy Headteacher and SENCO** Miss Gillian Hood

Ward Jackson Church of England Primary School

Headteacher: Mr D Akers

Deputy Headteacher: Mrs J Campbell

State school and colleges in the three parishes:

Kingsley Primary, Eskdale Academy, Rift House Primary, Jesmond Gardens Primary, Throston Primary, West Park Primary, Stranton Primary, High Tunstall College, Brinkburn Sixth Form College,

We also have links with English Martyrs Catholic School and Sixth Form College

Caretaker of St Luke’s Parish Centre - Mr Ken Ansell

Clergy of the deanery, Area Dean and Archdeacon of Auckland

Local councillors for the three wards covered by the parishes – subject to elections on May 5th 2022

Chief Executive of the Borough Council – Mrs **Denise McGuckin**

Deputy Mayor of Hartlepool – Mr Rob Cook

MP of Hartlepool – Mrs Jill Mortimer

**4. Role Context**

This is a genuinely exciting role, with a unique group of churches in the centre of Hartlepool. The parishes of the CHGM are on a journey with God and with one another, and have become united by their commitment to their local communities, with a strong calling to loving service. They together represent and celebrate the rich diversity of the Anglican Church in their prayer, worship and teaching. After a long period of conversation and consultation, the Group came together in 2020 and the clergy in post at that time worked together to establish new relationships, celebrate the diversity of the group and help to set the vision for the future. Hartlepool Communities of Hope Project was also formed in 2020, with the parishes as equal partners.

There are no structural links between the parishes (this is not a formal team ministry or united benefice) and there is no formal Group leader. The three parishes are committed to forming relationships that are based on trust, respect and integrity. Two stipendiary posts are allocated to the Group, and the PCCs are clear that the two priests are of equal status, and they are each licenced to all three parishes. The informal Group Council, with representatives from each PCC (and chaired in rotation by a lay person) is a collaborative space where individual views are respected and decisions reached by consensus. There is no desire or urgency to introduce more formal structures, but every incentive to develop the Council as the basis of reaching a deepened and shared understanding of the parts that form the whole and a place where priorities, demands and resources can be negotiated and shared with respect and grace.

There is also a shared commitment to the Hartlepool Communities of Hope Project, which is resourced through SDF funding and works across the area to build contact with local people and share good news with the whole community. Joining the Steering Group of the Community of Hope and providing leadership within it will be an important part of the minister’s role.

Applicants should be assured that the churches have developed their relationship with each other and work happily alongside each on a regular basis respecting each other’s values, views and traditions. The new minister will also need to work well relationally and be thoroughly collaborative with all three PCCs and congregations, and the Communities of Hope Project; s/he will need to help them all continue to evolve their visions for the future and missional priorities.

As stated, two stipends are allocated to the Group within the Hartlepool Deanery Plan, and the diocese is committed to these posts being filled. However, from the summer of 2022 both posts will be vacant: the Priest-in-Charge of St Aidan’s and St Columba’s left in the summer of 2021, and the Priest-in-Charge of All Saints’ Stranton and of St Luke’s will retire at the end of June 2022. While the diocese is committed to filling both posts, there is currently financial strain following the pandemic and we cannot at present fill all posts immediately within our means. We are managing the shortfall in our income by delaying appointments to most vacancies, and are currently able to fill a vacancy when a stipend is made available by the move or retirement of a priest elsewhere in the diocese.

However, following this system would have left the whole CHGM without an incumbent-level stipendiary priest for some time, given the departure of both of the ministers within a year. The Bishop’s Leadership Team has therefore fast-tracked the replacement of the first post (work began on filling the vacancy at the time of Rev Sampson’s departure). The second appointment will be made in due course, but only at the time that the post reaches the top of the current queue. Applicants must be aware of both the commitment to make this second appointment and the reality that it is likely that there will be a period of two years or more before this can take place.

This means that the successful applicant for this post will initially serve all thee parishes without the second stipendiary post being filled. There is a clear understanding across the Group that this means that ministry must be shared, and that unsustainable burdens cannot be placed upon appointee. The approach to the pattern of ministry will have to be characterised by flexibility and openness. The new minister and all three PCCs will work together in establishing the best use of the limited resource of the minister’s time. All three churches have viable congregations with excellent and willing lay leaders and administrators.

This approach to the appointments also means that we will need to discern together with the successful applicant for this post where they should be based immediately and in the future. The hope is to recruit priests who will be sympathetic to the different traditions of the parishes. While both of the priests ultimately appointed will be licensed to all the parishes, one will have immediate leadership responsibility at St Aidan’s with St Columba’s and the other with St Luke’s and All Saints. It is a mark of the trust and collaboration within the Group that there is openness about where the first appointee will ultimately serve. This decision will affect the choice about which of the two houses to live in. In summary, as the Parish Profile states: “The housing and long term future appointment will be agreed with the appointee, and a colleague priest recruited to complement their gifts and traditions.”