**Diocese of Durham**

*Role description signed off by:* Archdeacon of Durham Date: June 2025

To be reviewed 6 months after commencement of the appointment, and at Ministerial Development Review, alongside the setting of objectives.

1. **Details of Post**

*Role Title:* Vicar of St Andrew, Stanley & South Moor, and St Margaret of Antioch, Tanfield

*Name of benefice:* Stanley, South Moor and Tanfield

(part of the Derwentside East Group Ministry)

*Deanery:* Lanchester

*Archdeaconry:* Durham

*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:**

* **Energising Growth**
* **Engaging with Children, Youth and Young People**
* **Challenging Poverty**
* **Caring for God’s Creation**

**In addition to the priorities, the Diocese is working to a Transformation strategy, and the expectation is that all our clergy will participate in this. Diocesan Transformation is designed to enable a future that leads to missional growth and financial sustainability for our churches and diocese.**

**The Diocese of Durham is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.**

**General**

* To share with the Bishop in the cure of souls in these parishes, in line with the Diocesan Vision, Priorities and Transformation Strategy described above.
* To be the Parish Priest to this parishes, 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.
* To work with the PCCs towards the development of the local churches (both people and building) so that they are sustainable, and effective, in mission.
* To ensure that a high standard of worship, preaching and pastoral care is provided so that people are more able 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 parish; and seeking to identify potential future leaders and ministers. Where there is a Shared Ministry Development Team to work with it as described in the 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 to participate in the shaping of ministry as resources and opportunities may require.
* To be proactive and persistent in seeking ecumenical cooperation wherever possible.

**Specific**

* To develop and establish a clear vision for mission, evangelism and ministry in the parishes
* To enable that vision to be communicated and implemented across the parishes, supporting the congregations in making that vision a reality, being resilient to challenge.
* To work on Transformation Delivery with the Diocesan Mission, Discipleship and Ministry Team and the congregations – shaping a framework for missional investment in the parishes.
* To build lay leadership in the parishes, enabling a focus on mission and evangelism.
* To be a leader, an enabler, a teacher and encourager in the Spirit who will grow the worshipping community of the churches, helping them to engage with children, teenagers and young adults and create opportunities to involve them in new church and discipleship activities.
* To build and encourage relationships with local schools and encourage engagement between the churches and local schools. Also, to establish links with the secondary schools.
* To enable church members to grow as disciples, encouraging lay ministry, recognising the vocation of all God’s people, identifying and developing the gifts that God has given his people.
* To increase engagement between the church and local community around particular concerns, including the diocesan priorities.
* To work collaboratively with Churchwardens and the PCCs, encouraging lay participation and good governance.

**3. Key Contacts**

* Churchwardens and PCCs
* Other members of the Derwentside East Group Ministry
* Area Dean, Lay Chair, deanery colleagues (including retired clergy)
* Archdeacon of Durham
* Mission, Discipleship and Ministry Team
* Heads of local schools
* Civic leaders, including local MP and councillors

**4. Role Context**

The most recent Lanchester deanery plan has just been completed, with the formation of the Derwentside East Group Ministry forming the eastern part of the deanery.

This comprises Lanchester and Burnhope (one stipend), along with the benefice of Harelaw, Annfield Plain, Burnopfield & Dipton (one stipend), along with the post at Stanley, South Moor and Tanfield. The group ministry includes urban, rural, semi-rural and post-industrial communities.

Both churches in this benefice occupy prominent places in the heart of their communities and are well-known local landmarks. There are a number of new housing estates in both parishes, which mean that the parishes now effectively merge into one bigger community, whilst retaining their local flavour.

This is an area where some people experience income and employment deprivation, which also impacts heavily on some children. However, some of the newer housing is bringing in a different demographic.

Population in the parishes is about 25,000. The town is well served by a good public transport system with buses being available to most of the local towns and villages.

There are ten junior and infant schools in the parishes, including two Roman Catholic schools. There are two secondary schools.

There are nearby GP surgeries in Stanley and the surrounding area and hospitals in Durham, Newcastle and a non-emergency hospital in Shotley Bridge, Consett, Co. Durham. There are many care homes in the surrounding area and Benefice.

**5. Person Specification**

Mission:

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| * A person of mature faith, prayer and spiritual vision with a passion to communicate the Gospel.
* A person with a vision to see people come to know Christ and equipping the whole church body to share in Christ’s commission to make disciples.
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| * An ability to articulate and co-ordinate mission and enable others to be missional.

Ministerial Experience:* Open to, and comfortable with, leading both traditional and more contemporary styles of worship.
* Proven pastoral skills across ages and personalities – especially with children and young people.
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Leadership:

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| * Able to manage change, with a proven track record.
* Able to prepare for new missional investment, with all the possibilities that may accrue.
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| * Able to encourage and motivate others.
* Able to carry responsibility and pursue vision.
* Able to manage challenge and maintain focus on vision

Skills, Knowledge and Aptitude:* Excellent written and verbal communication and interpersonal skills, with the ability to listen and respond sensitively.
* A person of sincerity: discreet, approachable and enthusiastic.
* Competent in digital technology and social media.
* A good manager of their own time; discerning about the best strategic use of that time within the development, mission and ministry of the church
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