*Clergy Role Description*

**Diocese of Durham**

*Role description signed off by:* Archdeacon of Auckland Date: Sept 2025

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:* Vicar

*Name of benefice:* Vicar of All Saints and Salutation, Darlington, and

St Edwin, High Coniscliffe and St Mary’sPiercebridge,

Darlington

*Deanery:* Darlington

*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 Plan described above.
* To be Vicar of the parishes of this Benefice, 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 Vicar must give due regard to safeguarding policy and practice.
* To work with the PCC towards the development of the 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.
* 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 help the PCCs and the congregations to continue to develop their visions and their approaches to mission and ministry, showing leadership in this area while working collaboratively to support growth in both parishes.
* At All Saints, to work with the PCC, key lay people and fellow ministers to continue to identify and focus the core mission of the church, seeking to turn aspirations in the areas of the Mission Action Plan into reality:
* Discipleship and spiritual growth: enabling the church to develop means of nurturing and deepening peoples’ faith, and greatly increase members’ engagement in this area
* Outreach: build on current activities
* Children and Young People: strengthen links with uniformed organisations, re-engage with schools and re-launch church-based work with children and young people
* Lead and develop the church’s work of pastoral care
* Continue to develop communications
* At St Edwin’s/St Mary’s continue to help the PCC identify the core mission of the churches and develop this (see [Final PCC Church Mission and Vision morning 01-02-25.pdf](https://allsaintsblackwell.org.uk/media/download_gallery/APPENDIX%20B.pdf)) in the following areas:
* To deepen and share our Christian faith
* To strengthen our connection with our local community
* To share the Christian faith with children, young people and families (including work with High Coniscliffe CofE Primary School)
* To develop the governance and leadership of the churches in our parish
* To refresh our approach to financial giving and sustainability
* To have premises that are warm, bright, welcoming and fit for purpose (within this, to enable St Mary’s to establish its new role as a Festival Church positively, with missional priorities)
* To support the churches’ ongoing collaboration, developing opportunities for them to work together, grow and thrive while sharing a Vicar and ministry team.
* To encourage and enable lay ministry, recognising the vocation of all God’s people, identifying and developing the gifts that God has given his people in all the churches.
* To be creative and innovative in leading worship, including further exploration of all-age worship, whilst also being mindful of the needs of those who value existing, traditional forms of worship.
* To provide real leadership in the parishes, but to do so in a way that develops local leadership, discipleship and confidence.
* To provide leadership as a Trustee (and probably Chair of Trustees) of the All Saints Millennium Centre, in pursuit of the Trust’s aims and ensuring that standards are maintained in line with Ofsted requirements.
* Help the PCCs to shift their focus more to mission and discipleship while maintaining excellent governance.
* To actively seek partnerships and collaboration with local people and organisations in pursuing the mission of the church.
* To supervise and manage colleagues well, ensure that all team members feel valued and supported, and ensure that relevant annual reviews are undertaken.

**2. Key Contacts**

* The Churchwardens and members of the PCCs.
* The Associate Priest (NSM, based at Conniscliffe), retired clergy with PTO, and LLMs (Readers).
* The All Saints Benefice Administrator.
* The part-time caretaker of the Millennium Centre and Salutation Hall.
* The Director of Music/organist of All Saint’s and organists of St Edwin’s.
* Blackwell Pre-School
* Blackwell Playgroup
* High Coniscliffe Church of England Primary, Polam School and Chairs of Governors.
* High Conniscliffe Playgroup
* Uniformed organisations in the parish.
* Clergy of the deanery, the Area Dean of Darlington and the Archdeacon of Auckland.
* Ecumenical colleagues.
* Local elected members and community leaders.
* The Trustees of the All Saint’s Millennium Centre.
* Regular users of the Millennium Centre and Salutation Hall

**3. Role Context**

All Saints and Salutation is a church which has been strong in many ways; a few years ago it had it had the largest regular congregation and has the highest levels of giving in Darlington Deanery. However, there has been for some time a need to “grow younger” and nurture more disciples among children, youth, younger adults and families. Six years ago, when last seeking a new incumbent, the church identified this work as crucial to their future, but engagement with children, young people and families has receded since then, not grown. Similarly, the PCC have recognised for a long time a need to develop discipleship in groups beyond Sunday services, but engagement with such groups and other activities designed to enable people to grow in faith has remained low. In the last few years, they have not seen the growth and development hoped for in these areas but have instead seen a decline in the worshipping community, and a consequent reduction in giving and income. Covid was a significant factor, but not the only one. This has been a very difficult season, and the new incumbent will need to help the church recover confidence and develop its mission in the ways that the profile shows that they clearly want to do. This is why they state in the profile, ‘As a PCC we are committed to moving forward together in unity, openness and with reflection. We seek a leader who will walk with us on this journey, helping us to shape a new chapter for the future.’

St Edwin’s serves the villages situated along the A67 (and the River Tees) heading north west out of Darlington. The church is welcoming and the good sense of community within it is mirrored by their participation in the life of the villages. However, for the mission and ministry of the church to be sustainable here in the medium to long term, there is also a real need now to grow the congregation. Significant planned housing developments in the parish offers a real opportunity for outreach.

There are a number of clergy vacancies in Darlington, but this is a very positive Deanery, consciously working on sharing resources, skills and learning as the churches seek to grow both their regular congregations and start new worshipping communities.

**4. Person Specification**

The Benefice state that:

‘Together, we are seeking an **experienced and empathetic incumbent** with **visionary missional leadership qualities** to guide the ministry team serving both parishes. We are looking for someone who brings a **deep spiritual heart**, a **collaborative** approach and proven **experience in leading change** to support growth in mission and discipleship. You will need to be **confident in working across different traditions and styles of worship**, and **gifted in supervising and supporting** licensed lay ministers (readers), non-stipendiary ministers and retired clergy. Given the breadth of work in the benefice, it is important that you are **financially and administratively competent** as well as being **good at managing your time**.’

The successful applicant for this post will therefore:

* Have the skills and experience to enable the churches to continue identifying their core vision and turning this into positive plans for developing their mission
* Have the focus and strength to ensure that the missional purpose of the churches drives their priorities and work
* Have the skills and experience to lead the churches in re-engaging with children, young people and families, including work with uniformed groups and schools
* Have the skills and experience to enable church members to develop as disciples, growing in faith, understanding, prayer and service, using and developing their gifts and talents
* Be a wise, resilient and reflective leader, both confident in themselves but also open to others and to learning
* Be a person of spiritual depth, able to inspire others to grow in faith
* Be clearly competent and confident in matters of administration, finance, governance and time management
* Have experience and skills in supervising and managing colleagues, and in managing disagreement well when it arises
* Be confident in leading worship that inspires and enable people to engage with God, in both traditional and innovative styles

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