*Clergy Role Description*

**Diocese of Durham**

*Role description signed off by:* Archdeacon of Auckland Date: 27.04.23

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:* Team Vicar

*Name of benefice:* Billingham Team Parish

*Deanery:* Stockton

*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 and Team Rector in the cure of souls in this parish, in line with the Diocesan Vision, Priorities and Strategy described above.
* To be the Team Vicar 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 PCC 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 work with and support the Change Rector/Team Rector in the priorities identified in 2022, which remain under constant review and evolution with the Archdeacon and the Transformation Project Lead. Precise roles and divisions of work will be agreed between the Change Rector/Team Rector and Team Vicar, including:

* To help the PCC and congregations to continue the collaborative development of their vision and their approaches to mission and ministry. This will include engagement in the three-year Partnership for Missional Church process.
* To continue to help the congregations to work well together, developing their relationships with one another – growing, thriving, and building on their diversity.
* To enable people to grow as disciples, nurturing new and established Christians and helping the churches to become better at discipleship-development in and through their worship and other activities.
* 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.
* To develop in particular ministry among children, young people and families.
* To work well with local schools and colleges.
* To be creative and innovative in leading worship, including further development of all-age worship, whilst also being mindful of the needs of those who value existing, traditional forms of worship.
* To be part of the leadership team in the Parish, while working entirely collaboratively, always in a manner that further develops local lay leadership, discipleship and lay ministry.
* To work alongside the PCC in the ongoing review of their buildings and to support, encourage and enable i) any consequent reordering of those buildings, and ii) perhaps closure of some.
* To help establish an effective town centre ministry to the civic, political, institutional, commercial and social life of the town, making the most of the opportunities to do this provided by the location of St Aidan’s and and the historic role St Cuthbert’s.
* To actively seek partnerships and collaboration with local people and organisations in pursuing the mission of the churches, with regard particularly to the desire of all to reconnect positively with their neighbourhood.
* To encourage and support those engaged in ministry in support of refugees, and to demonstrate love and compassion to those seeking asylum.

**3. Key Contacts**

* The Churchwardens and members of the PCC and Standing Committee
* The Change Rector (David Brooke), and his successors as Team Rector; two active Readers, and one retired clergy with PTO (Paul Johnson)
* Those who exercise leadership of the various congregations, formally or informally
* Billingham and Wolviston Town and Borough Councillors, the Local MP, and civic leaders
* The Head Teachers of local schools
* Ecumenical colleagues in and beyond the Churches Together in Billingham forum
* Clergy of the Deanery, the Area Dean of Stockton and the Archdeacon of Auckland

**4. Role Context**

Stockton Deanery has a Deanery Plan, through which the allocation of available stipends for the deanery has been agreed – (including the use of one of those stipends for this post). It has a supportive and welcoming clergy Chapter, and all clergy – including the holder of this post – are expected to have a commitment to working collaboratively and supportively with other clergy in the Deanery for mutual support.

Billingham Team Parish was created in 2013 and brings together five church buildings and congregations, varied in their age, heritage, traditions and worship, serving the whole town. However, the work of uniting into a single church family has met with difficulties and governance challenges.

Following the appointment of a “Change Rector” (effectively the Team Rector role, but on a three-year, Interim Ministry basis) in January 2023, the PCC are now working hard to address these challenges. The Parish has welcomed the arrival of the Change Rector to help them recognise their strengths and weaknesses and, with love and honesty, advise and guide them in a change process so that it can better develop and progress its mission and its future.

This work is underway, and has quickly gained momentum. The Team Vicar post-holder will be a key resource and ally to the Change Rector in enabling and supporting the significant changes being pursued in terms of governance, buildings, vision, stewardship and mission.

Like the Change Rector, the new minister will need to work well relationally and be thoroughly collaborative in order to win the confidence and trust of both the PCC and congregations, and help them develop their plans. As those plans progress, there is great potential for this to be a very rich and rewarding post for the right candidate.

The role of Change Rector is expected to end in January 2026, at which point the current post-holder will also retire from stipendiary ministry. The goal is for the Team Parish to be fully ready – in every dimension – to support a full-time permanent appointment Team rector alongside the Team Vicar by that time.

As the current Change Rector, a former Area Dean of Stockton, lives in his own house in Billingham, it is also hoped that it will be possible for him to continue to serve the parish in a different capacity after retirement. The practicality and relational dynamics of making that transition are a matter of open and live discussion with the Archdeacon and Bishop.