*Clergy Role Description*

**Diocese of Durham**

*Role description signed off by:* Archdeacon of Durham Date: April 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:* Rector

*Stipend Allocation:*  Full time

*Name of benefice:* Swalwell Holy Trinity & Whickham St Mary in plurality

*Deanery:* Gateshead West

*Archdeaconry:* Sunderland

*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.**

**Safeguarding:** 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 this beneficein line with the Diocesan Vision, Priorities and Transformation Strategy described above.
* To be the Priest in Charge for 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 church (both people and building) so that it is 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 leader 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**

* Provide spiritual leadership across both churches, fostering faith and discipleship.
* Encourage a deeper theological engagement which leads to strengthened outreach.

* Inspire and engage parishioners of all ages through meaningful worship and pastoral care, which leads to deepening faith, strengthening outreach, and growing in number and diversity.
* Work collaboratively with our committed lay leadership teams, two retired ministers and a hospital Chaplin, to ensure sustainable growth.
* Strengthen relationships with local schools and community groups, deepening outreach.
* Encourage innovation while honouring the rich traditions of both churches; including enabling the worshipping life of the churches to continue to evolve - to work within the existing pattern but continue to develop different approaches.
* To develop work with children and youth, through which the good news can be shared, and young people might realistically begin a journey of discipleship.

**2. Key Contacts**

* Churchwardens, Officers and PCCs of both churches
* Area Dean, Lay Chair and Deanery Chapter
* Archdeacon of Sunderland
* Local schools

**3. Person Specification**

The Rector will be a person who:

* Understands and works with good processes and practice; ensuring the PCC and congregation have a dynamic relationship to their vision, enabling growth in all its aspects, along with building discipleship and mission
* Models what it means to be a disciple of Jesus Christ and who can enable others to grow as disciples, nurturing new and established Christians
* Optimises the gifts and talents of the congregation through discerning, developing and using their gifts both within the church and in mission to the community.
* Continues the culture of generous giving, resulting in increased giving, increased income and increased opportunities
* Establishes strong relationships in the community
* Promotes and encourages a missional mindset and sees the whole of church life through this lens
* Supports and enables the congregation and their relationships in the community as tools for mission
* Helps the congregation to discern new missional opportunities and enable them to develop new sustainable ministries
* Encourages and enables growth through mission, an accessible and welcoming culture, harnessing those on the fringe and vibrant worship
* Champions ministry among children, young people and families ensuring the church is “growing younger”
* Develops strong pastoral relationships so that the church can develop and implement processes for pastoral care and growing new leaders

**4. Role Context**

This is a full-time role serving two distinct, but supportive and neighbouring, parishes.

Holy Trinity Church serves the community of Swalwell, Newcastle upon Tyne. It has strong social and geographical ties with Whickham, where residents frequently access shopping facilities and the local health centre. Swalwell Primary School children typically transition to Whickham School and Sports College for secondary education.

Holy Trinity is the only place of Christian worship in Swalwell, a ‘village’ with a population of approximately 3,500. The area features a mix of private and rental housing across various financial demographics, with small areas of affluence contrasting with pockets of real deprivation. The racial composition is predominantly white, with a small number of Indian, Asian and Eastern European families.

Swalwell has a well-used Community Centre, a Primary School, a Care Home, and a variety of commercial organizations.

Whickham is an historic parish that has flourished over the centuries, making it a popular residential area of Tyneside. With a population of around 15,700, Whickham blends the warmth of a close-knit community with the vibrancy of a growing area. Once a bustling village during the peak of the coal mining industry, Whickham has evolved into a mix of housing estates, including council estates, ex-miners’ cottages, and 1950s homes, with modern developments continuing to complement the area’s charm. The village centre remains the heart of the community, with the Parish Church, as a visible, welcoming presence.

The parish maintains a strong sense of unity, encompassing a balanced demographic of all ages, with many long-standing residents deeply rooted in local traditions and St Mary the Virgin Centre serving as a vital meeting point for numerous associations and groups.