

SECTION 1 DETAILS OF POST

Role Title (as on licence)	Rector
Name of Benefice	Bartestree Cross Group of Parishes
Archdeaconry	Hereford
Deanery	Hereford

SECTION 2 Statement of Need**GENERAL**

1. Sharing the 'cure of souls' with the Bishop, and exercising spiritual leadership as part of a team.
2. Leading the church in mission and encouraging it to focus on the diocesan priorities of; making disciples, growing leaders and engaging with younger generations.
3. Releasing the energy and gifts of the whole people of God.
4. Exercising a pastoral, sacramental and teaching ministry within the church and community.
5. To play a distinctive and intentional role in Inspiring each Generation, Proclaiming Christ and Growing Disciples: This is a key time in for the Bartestree Cross group, with a clear direction set to move forward together in mission, with a number of reordering projects underway or intended. We are looking for a new priest who will provide support and leadership as we seek to reach the next generation with the Christian message.

RESPONSIBILITIES**1. Leadership in mission**

1. Lead the church community in setting and holding its vision for mission and growth.
2. Ensure the church responds to the diocesan vision and priorities.
3. Ensure the church implements and builds on its plans for mission.
4. Encourage and build partnerships between schools and groups from the community and external organizations who share the church's aspirations.
5. Encourage and support all existing activities within the Benefice. Share and encourage the vision for the re-orderings within the Group.
6. Maintain and support our welcome of all irrespective of sexuality, lifestyle, race or disability.

2. Collaboration, team leadership and ministry development

1. Provide leadership and help us to work out the best form for shared leadership across the benefice to develop the gifts of all
2. Identify, encourage and develop gifts for ministry in the Parishes.

3. Encourage the development of licensed ministry and be ready to supervise licensed ministers appropriately.

3. Leading worship

1. Lead worship thoughtfully, competently and confidently.

2. Work with others in planning and conducting a programme of worship that reflects the church's vision, that inspires and challenges, and that makes full use of a variety of resources.

3. Continue to develop the vision for growth especially from younger families. Adjust and change the existing services to reflect the needs of new members of the congregations and a wider variety of church tradition.

4. Encouraging discipleship

1. Preach the good news of God's Kingdom in a way that encourages the development of mature faith, adapting style and content, when appropriate, for different occasions and purposes.

2. Work with others to ensure opportunities for learning that develop faith and strengthen discipleship.

3. Challenge church members to give generously as a response to God's generosity and to further the Church's mission, recognizing that the present Parish Offer does not adequately support the level of ministry.

4. Help and develop fund-raising activities in the context of growth and change.

5. Pastoral care

1. Work with others to identify pastoral care needs and develop appropriate structures and skills to respond to, and meet, those needs in the Parishes.

2. Ensure that appropriate support is offered to those in need of pastoral care, including baptism and marriage preparation, care to the sick and dying, bereavement, and individual support and visiting.

6. Administration and parish organisation

1. Work in collaboration with the PCCs, Churchwardens and others to ensure effective organization and godly stewardship of the Benefice's resources.

2. Play an appropriate part in the administration and organization of the Parishes.

3. Affirm and abide by national, diocesan and parish policies and legal requirements.

4. Ensure good communication within the parishes and relay key messages from the Deanery, Diocese and national Church.

7. Ministering in a wider context

1. Play a full part in the life of the Diocese and the Deanery including Deanery Chapter and Deanery Synod.

2. Be open to additional diocesan responsibilities, (eg, training roles, Synodical representation, etc).

3.Continue to support and encourage inter-parish and whole benefice activities.

8. Self-discipline, spiritual discipline and own development

1.Give continual attention to own personal, spiritual and professional development.

2.Participate in Ministerial Development Review and undertake appropriate Continuing Professional Development.

3.Maintain professional boundaries.

4.Develop and maintain a prayerful spiritual life with appropriate support networks.

5.Follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry.

Proven Experience and Competencies Specify whether a particular attribute is Essential (E) or Desirable (D)	E or D
<i>Ministry and work background</i> Working in a multi-parish setting.	D
Appreciation of the issues involved in working in a rural, multi-parish setting.	E
Proven experience of collaborative working practices and shared responsibilities within a team and with external partnerships. An understanding of team dynamics and leadership	D
Ministry with children, young people and families.	E
<i>Leadership and management of others</i> To provide enthusiastic leadership and direction for the development of the Bartestree Cross Group of Parishes	E
The ability to motivate, inspire, delegate and effectively co-ordinate volunteers	E
To have overall responsibility for management within the group, working with colleagues and congregations to agree strategies and priorities for the future.	D
An ability to translate ideas into successful practice.	D
<i>Formation of others</i> Leading and structuring the BCG parishes in a way that resources individuals to take responsibility for the development of their faith and ministry.	D
Identifying, encouraging and developing gifts for ministry in the BCG parishes	D
Being an ongoing Christian mentor to others	E
<i>Management of resources and structures</i> Encouraging and teaching stewardship and generosity in line with Biblical principles.	E
Resource management that enables mission	D
<i>Engagement in community life and public issues</i> Experience of, and ability to make and build links with individuals and community.	E
Enabling partnership and engagement with local schools	D
<i>Knowledge and own development</i> Willingness to take responsibility for and commitment to own personal and professional development.	E
Regular study and theological learning	E