



# The Macclesfield Team Ministry

PARISH PROFILE

June 2015



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Team Rector Profile

## Team Rector vacancy

**The Macclesfield Team Ministry has a vacancy for a Team Rector. We are looking for someone who will develop and work alongside us during the next stages of our Christian journeys. We hope that it will also provide an opportunity for the person chosen to grow and develop with us.**

## Our Parish Profile

Here is the Parish Profile for the Macclesfield Team Ministry. It describes how our Team works and the town in which we live. We say a little more about St. Michael's and St. Peter's, because the Team Rector has direct pastoral responsibilities for these. We know it's a little long, but felt it was very important to tell you something about the Team and all our churches.



*St Peter's*



*St Michael's*



*St Barnabas*



*All Saints*

## SOME KEY PEOPLE

**There are two full time stipendiary clergy posts within the Team:**

**The Team Rector** (this vacancy) with direct pastoral oversight for St. Michael's and St. Peter's

### **Rev Dave Mock**

Team Vicar with direct pastoral oversight for All Saints and St. Barnabas.

In addition, there are two self-supporting ministers:

**Rev David Wightman**, a town-centre minister based at St Michael's, **and Rev Rob Wardle**, a Community Priest, based at St Barnabas who is also the director of Cre8, an independent charity on the Moss estate, which employs him.

We have a **Team Clergy PA** and **Parish Clerk**, **Sue Reid**, who is based in the office in St. Michael's.



Rev David Wightman



Rev Dave Mock



Rev Rob Wardle



Sue Reid

# Overview of the Team Ministry

## Background

The Macclesfield Team was set up in 1985 as a Team Parish with three churches – St. Michael and All Angels, All Saints and St. Peter's. St. Barnabas joined the Team in 2002. In 2010, as part of a move to build local lay leadership and responsibility, we changed from a Team Parish to a Team Ministry with four parishes. This was also intended to introduce simpler and local decision making.

## How it works

Each church has its own PCC and leadership team. Since 2010 the Team churches have all been moving from a clergy – centred leadership model to one of shared leadership. The role of the local leadership team is to take issues identified by the PCC for more in-depth consideration and strategic thinking, while formal decision-making remains with the PCC. Development of this model of leadership is still evolving and its implementation varies between the four churches. Most decisions affecting each church and its congregation are now made locally.

The exception to this are those matters which the four parishes collectively agree to delegate to a Team Council. These responsibilities include finances including how we contribute to the Parish Share (see further below), safeguarding policies, our newsletter (*The Link*, which can be found on the St. Michael's web-site - <http://www.stmichaels-macclesfield.org.uk/>) and youth work. The Team Council broadly comprises the clergy and two lay representatives from each church appointed by the PCCs. The Council has also proved to be a great forum for open discussion of cross- church and wider church/community topics.



*The Rectory is a four-bedroomed house with attractive garden, nearest to St Michael's church.*



## LIKE AN INFORMAL CHAT?

**If you would like to find out more about our Macclesfield Team Ministry through an informal chat, please contact:**

**John Phillipson**

on 01625 428874 or by e-mail at [jhphillipson@gmail.com](mailto:jhphillipson@gmail.com)

**David Wightman**

on 07770 785 188 or by e-mail: [david.wightman1@ntlworld.com](mailto:david.wightman1@ntlworld.com)

## Getting the money right

Responsibility for local church finances rests within the four congregations and their PCCs. However, through the Team Council there is willing co-operation and real sharing between the four churches to set the framework for meeting our collective needs. This includes:

- Deciding how Team costs, such as Parish Share and Team Office, are allocated between the four churches, based on trust/mutual support and on the principle of who can afford what.
- Co-ordinating the giving appeal across the four churches.
- Strategically reviewing current and future incomes and costs.

Getting the money right will always be a challenge given our changing membership and historical building inheritance. We know that through our strong Team approach, we are in a much better place to meet those challenges than if we stood alone as four separate churches.

## Why it works

The lives of our four very different churches have been enriched and strengthened by being part of the Macclesfield Team. We have been able to share resources/finances and ideas/concerns through working together in an open, co-operative and flexible way. There are many areas where individuals from one congregation play an active role in initiatives of another church, such as St. Michael's café, Cre8, holiday clubs & Messy Church. Some activities have been organised as Team events, for example day retreats, Lent groups and "Open the Book" (two teams taking Bible Stories into 11 schools).

A great deal of the Team benefit arises from wide communication of what's happening across the four churches and then individuals getting involved. Mutual trust and support have developed greatly over the last five years through these new working arrangements. We know that the sum of what we have been able to be and to do has been much greater than if we'd been operating as four separate parishes.



# Welcome to Macclesfield

## The Town



Macclesfield is a large market town on the boundary between the Cheshire Plain and the Peak District. There are approximately 55,000 inhabitants, with the Team Ministry covering about half of these. In the past, the town was the centre of silk production, and although there is now very little textile industry, that heritage is evident with some remaining mill buildings and museums. The shopping centre is adequate (for its size) although, like many similar towns, there are a number of empty shops. Plans for a significant redevelopment of the Town Centre, including shops and a cinema with associated restaurants, have been around for 10 years, and are being reviewed after a major stakeholder recently withdrew. The historic Macclesfield Borough Council was subsumed by Cheshire East with local government reorganisation, but a new Macclesfield Parish Council was elected in May 2015, after several years with no specific local representation.

## Money and Employment

Macclesfield is a relatively affluent area but with pockets of deprivation, one of which is in St Barnabas' Parish. The majority of houses are owner-occupied. Crime rates are well below the national average.

The largest employer in the area, pharmaceutical company AstraZeneca, has a major manufacturing site in Macclesfield, but has recently closed its major research centre at Alderley Park. This will continue to have an impact on the town. Some staff are leaving the area with the company, while others have taken early retirement or initiated start-up companies. Furthermore, AstraZeneca was a major focus for drawing young professionals to the town, which has not been replaced. The other large employer is Macclesfield District General Hospital. An increasing number of people now commute out of the town to work, mainly but not exclusively, to Manchester.



## Education and Health

Primary and secondary schools in the area have a good reputation, and there is good provision for pre-school nurseries and playgroups. Services at Macclesfield District General Hospital include 24-hour Accident and Emergency cover, a new maternity ward and a MacMillan Cancer Support Unit. East Cheshire Hospice is in west Macclesfield.

## Culture

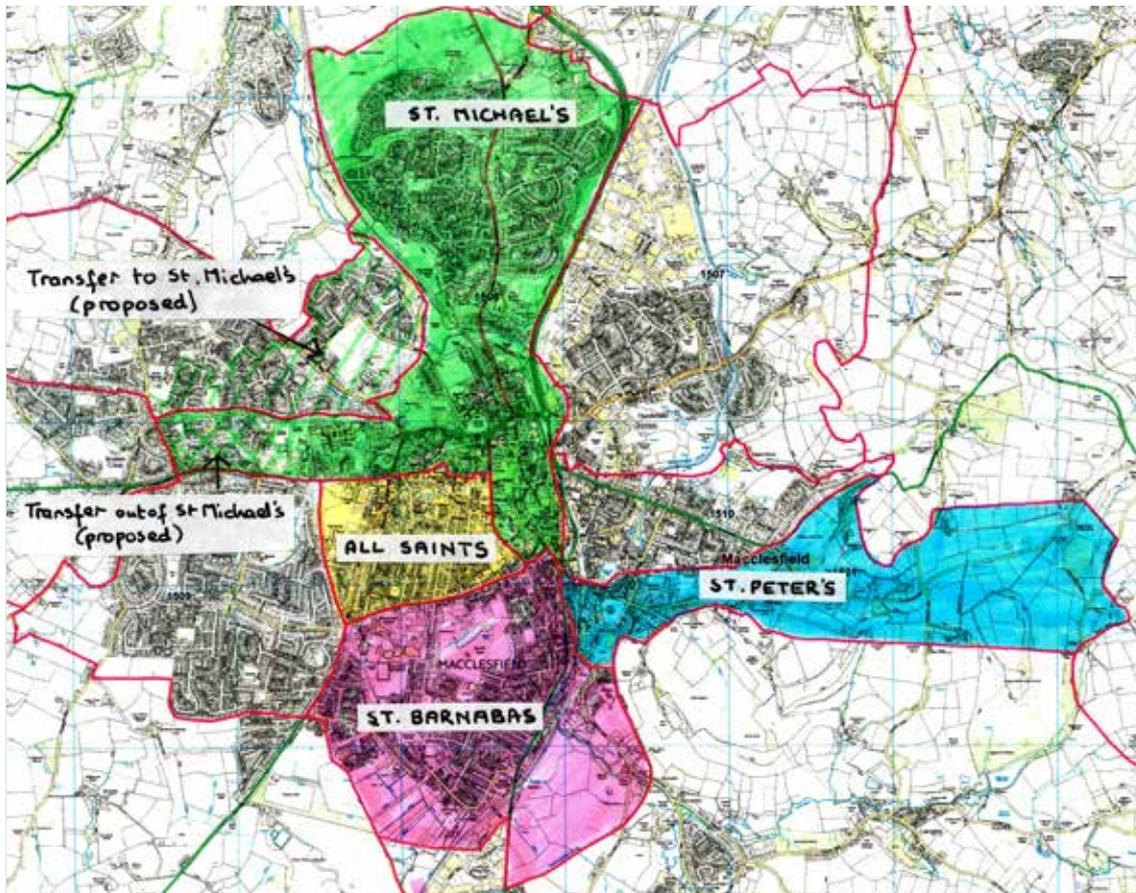
Volunteers initiated the Barnaby Festival of music and arts five years ago, and a monthly artisan market, known as "Treacle Market", which draws crowds to the town centre on the last Sunday of the month. There is a strong amateur music scene for all ages, an amateur dramatic group, as well as professional performances at Gawsworth Hall during the summer. Cinema is currently provided by Cinemac within the Heritage Centre.



## Macclesfield is a good place to live:



- It's small enough to have real character and identity, but big enough to have reasonable facilities.
- It's near enough to easily get to the theatres, galleries, shops, and other facilities of Manchester (19 miles), the Potteries (22 miles) and the Trafford Centre (22 miles).
- It's on the doorstep of the wild countryside and beautiful little villages of the Peak District, and the lush countryside of the Cheshire Plain.
- Local walks and beauty spots within walking distance (or a short car ride for non-walkers) include the Middlewood Way, White Nancy (hilltop monument), and Tegg's Nose (a former quarry with great views).
- A lot of visitor attractions are within a few miles: Jodrell Bank radio telescope (10 miles); the black-and-white Cheshire houses of Gawsworth Hall (4 miles) and Little Moreton Hall (12 miles); Tatton Park – house, deer park, farm, and gardens (14 miles); Old Trafford (21 miles); Alton Towers (25 miles); and probably the best stately home in England, Chatsworth House (27 miles).
- It's within easy reach of the motorway network – the M6, M60 (Manchester Ring Road), M62 and M56 all being nearby.
- Trains from Macclesfield run direct to London in under 2 hours, stopping only at Stoke-on-Trent.
- For international travel, Manchester Airport is 12 miles away.



# St. Michael and All Angels

## Purpose statement:

To journey inward and upward to God, whom we know in Jesus; to journey outward to other people and to all creation.



**Our own spiritual journey develops as we seek to create and nurture opportunities for others to encounter God through visiting our building. We journey outwards from our building to be a visible Christian presence within the Town Centre community.**

St Michael and All Angels' Church is situated in a prime position in Macclesfield Marketplace, adjacent to the Town Hall. St Michael's Parish is the largest of the four parishes in the team, and includes the Town Centre, two large relatively affluent housing estates (1960s and 1990s) to the north of the town, and, subject to imminent boundary changes, the Bollinbrook estate of mixed 1960s private and social housing. Town Centre housing is mainly occupied by young working people, or the retired. The Town Centre area includes shops, mostly employing fewer than ten people, small offices and restaurants, pubs etc.

## Worship

There are two separate worshipping communities on Sunday mornings:

**The 9.30 Service** is short, with minimum liturgy, and is aimed at nurturing an understanding of the Christian faith through age-appropriate worship in an informal setting. The congregation is predominantly families with pre-school and school-age children, and it has been successful in introducing new, younger, members to St Michael's. Parents wishing to have their children baptised are invited to attend this service.

Following an initial welcome and hymn the congregation splits into three groups according to age.

1. Godly Play story for families with younger children – A Bible story told with wooden figures, followed by questions which give children and adults a chance to respond to the story.
2. "Roots Group" for children of junior and secondary school age – adult-led teaching on the day's lectionary reading often put in a modern context. This is growing and likely to split into two groups in the near future.
3. Adult Discussion Group – Adults discuss the lectionary reading, then rejoin the children to conclude the service with a further song and final prayers.

After the service, younger children have the opportunity to be involved in a craft activity. One Sunday each month is a communion service, where the congregation stay together as one group.

**The 11.00 Service** generally follows mainstream Anglican liturgy. The diverse congregation includes a few families, although the average age is older than the 9.30 congregation and there are many members who have been attending St Michael's for a long time. This service is often the first point of contact for visitors and Christians moving to Macclesfield. Music is an important part of 11.00 worship, and there is a mixed-age choir (children from about age 7 upwards) who are usually robed. Young people

**"This is the only child accessible service in Macclesfield."**

New parent at 9.30 service



under 15 attend a “Roots Group” during part of the service. Hymns are sung from Mission Praise, although our own Song Supplement extends the repertoire of hymns, modern psalm settings and sung prayer responses. A “Treacle Service”, with a less formal style, coincides with the monthly Sunday artisan market (“Treacle Market”) and attracts some who do not attend on other Sundays. Some of our older folk may attend another church in the team on these Sundays, when the market makes access difficult.

For Mothering Sunday, Harvest and Christingle, the two Sunday morning congregations come together for a special informal service at 10.30am.

A monthly service of **Choral Evensong** is led by the choir; this has a congregation who appreciate the more reflective style. A **midweek communion** service is held in the Savage Chapel, and a team of volunteers lead a monthly service of Holy Communion at Macclesfield Hospital.

In addition to these regular services, **special services** are held as part of our ministry to the Town and are looked forward to by the community, such as Crib Service, Town Carol Service, and Carols by Candlelight. In conjunction with midwives from East Cheshire Health Trust we support an annual Neonatal Bereavement Service, and there is a monthly lunchtime service of Prayer for Healing.

The leading of worship and preaching are ably supported by our two lay Readers, Lynne Spedding and Mike Strutt.

We have a ring of 12 bells and an enthusiastic team of bellringers.



## Town Centre Ministry

The purpose of our Town Centre ministry is to be God’s mission where we are – that is, in the centre of this town. We aim to achieve this by committing to a variety of activities and events which, taken together, we pray will help people in their search for God.

Over the past few years the Town Centre Ministry team has developed events including lecture series, lunchtime concerts, and services of prayer for Healing and Wholeness. The team delivers invitations to Christmas services, including the Town Carol Service, to all businesses, shops and restaurants within the town centre.

Several people are members of the team of Street Angels; St Michael’s joined with other Town Centre churches, to host and staff a nightshelter (WHAM) for homeless males this winter. Many of these initiatives are shared with other churches through our active participation in HOPE in North East Cheshire (<http://hinec.org.uk/>). There are good relationships with town institutions, the Police, and community organisations. A minister from St Michael’s may be invited to be the Mayor’s chaplain, and we usually host the annual Civic Service at the start of the Mayoral year. We lead the town’s annual Service of Remembrance at the Cenotaph.

We welcome the people of Macclesfield into the St Michael’s community and its building. Our building has a very visible presence in the town centre and is increasingly being recognised as a community resource. An “Open Door” café is available six mornings a week, providing a quiet, unhurried



**“It was the friendliness and the great outreach and compassion shown by St Michael’s church that has so moved me and made me want to attend”**



place for people to meet and relax. On monthly “Treacle Market” days we are open as soon as worship is over to welcome the community in for coffee and cake, to join in activities inside, for quiet contemplation, or just to visit the building. St Michael’s also plays a significant part in the annual Barnaby Arts Festival, hosting activities, exhibitions, a café, and a quiet space. We share in arranging an open air service during the Festival weekend. We have hosted large public meetings on controversial town issues, such as the Town Centre redevelopment scheme, and a recent hustings prior to the General Election. Obviously some of these events are more overtly ‘missional’ than others. However, the many comments we receive on being a welcoming church with a can-do attitude mean that people are more inclined to explore the Christian message.

We have two thriving Toddler groups. Several schools, primary and secondary, come for their Christmas, Harvest and other major services or concerts, and lunchtime concerts by students from a local independent school, the King’s School, (Music @ Mike’s) have proved popular, raising money for the Hospice.

We welcome couples who wish to be married in St Michael’s, and a significant number of families for baptisms.

Our Town Centre Minister, David Wightman, leads a group working to develop this ministry.

Over the next year or so we would like to:

- Develop further as a place where quiet, peace and prayer space can be sought in an increasingly frantic world.
- Continue to work with other churches in the Town in joint activities such as WHAM Nightshelter, Street Angels, supporting the Silk Life Foodbank, Treehouse food kitchen and other activities helping those in need in our community.
- Continue to be part of a prophetic presence within the town in addressing the many issues that this and the wider community face (as instanced in the recent letter from the House of Bishops to the People and Parishes of the Church of England).
- Above all – be flexible, welcoming and prayerful.

## Other Missional Activities

Our involvement in other missional activities often comes about when individuals follow up their personal passions and involve church members. Such activities have recently included inviting visiting speakers for Sunday services, evening talks and discussions, and financial offerings. Organisations we have supported recently include India Direct, CMS, Village Rwanda and Wycliffe Bible Translators. St Michael’s was awarded Eco Congregation status in 2014, following initiatives which included increasing awareness of our carbon footprint, reducing impact by recycling and meat-free days, and a schools’ art project.



## BOLLINBROOK SCHOOL

Our church school is Bollinbrook CE (Aided), located about 15 minutes walk away, just off Westminster Road. There are seven Foundation Governors, most of whom are members of St Michael's. The Rector is an ex-officio Governor. Governors and staff are continually looking for more ways to develop links between the church and school communities.

The school is welcomed into the building for its major services (Harvest, Easter, Christmas), and individual classes come for worship or learning. A service of welcome, held in September for reception children, has been particularly appreciated. Clergy lead a monthly Community Worship where parents and carers are invited to join in and church members volunteer in the school in various ways.



## Pastoral Care

One of the ways we express God's love is by showing care and concern for our own community.

Our members are spread over a wide area geographically and are of diverse ages and backgrounds. A Pastoral Network, based on geographical areas, was set up recently to try to ensure that everyone is in touch with someone, who will notice if help is required either physically or spiritually.

Fellowship and pastoral support also comes from groups such as "Homemakers" and homegroups. A Social Committee supports church events with catering and also runs events, some for the lonely and isolated, some for the wider church community, while a separate team organises monthly social activities for the 9.30 congregation, to welcome new members and build existing relationships.

## Spiritual Development

This can be seen as both development of individual faith and development of spiritual leaders.

There are a small number of fellowship and study groups, although there is no formal structure. Each decides its own programme, and leads from within. There are a few long-standing homegroups, and groups for 9.30 service members, "Women with Cake" and "Men Talking". We recognise that nurture through study groups is an aspect of our church life that needs to be developed.

Lay leadership of the 9.30 service is developing through leading the liturgy, storytelling, and singing.

A Contemplative Prayer Group meets weekly for prayer, and monthly to study sources of tuition and inspiration. This group also leads occasional sessions for the wider congregation.

## Building

The foundation of St Michael's church building can be traced to 1278 or earlier, although the main structure today is late Victorian and is Grade II\* listed. Two mediaeval chapels remain. A major reordering in 2003-4 created a multipurpose building with meeting rooms, a working kitchen and toilets within the historic structure. A youth and children's centre has been created from a former vestry, which can be accessed separately from outside, and was used for the winter nightshelter. The main worship area is a flexible space with chairs and a demountable platform facilitating different worship styles and diverse activities.

The building is in good repair, although a project is outstanding to complete the renewal of the lead roofing; the first phase having been completed in 2013. Building maintenance is overseen by a maintenance committee.

The Savage Chapel is set aside for quiet prayer and is available and well-used whenever the church building is open.

St Michael's building is seen as an important community resource, and is used as a concert venue and meeting place on a regular basis, also for exhibitions, and appropriate public meetings. Bookings and routine maintenance are managed by our coordinator, Emma Kingdom.

## St. Peter's

**The parish of St. Peter's is a relatively small area tucked away in East Macclesfield. Our setting is almost that of a village centre, complete with church, green, pub, corner shop and former school. We are surrounded by an area of mixed housing and light industries.**

### Worship

We have one service on Sunday morning at 9.30am. During each month two Holy Communion services, one Morning Praise and one informal service are held. The music is led by our good Music Group, with occasional use of the organ. A wide range of music is used, from very traditional hymns to new worship songs. Overall the style of worship is relaxed and informal but the content is challenging and varied as we seek to apply God's message to our personal and church lives.

We have one lay reader and a strong, broad team of lay members who contribute to our Sunday morning service through leading services, preaching, reading, leading intercessions or discussions. We value the great variety and richness, which such wide contributions bring to our weekly worship.

A said Communion Service is held on Thursdays at St. Peter's; this is really a Team service.

### Spiritual Development and Nurturing

There are two small house groups for adults which meet regularly and select their own study materials. In addition spiritual courses or events for the whole congregation have been held during Lent or at other times, focusing on discussions, study, meditation or prayer, which have sought to meet the needs of our community at the time. These events, together with the outreach events described below, offer a wide variety of opportunities to experience our faith.

We have a strong awareness of world/justice issues within our community, due to the commitment of some of our members to these areas.

Teaching and nurturing work with children and young people has been held for many years, but this has become increasingly difficult due to the very small number and wide age range of children involved and needs reassessment.



#### Summary:

Our congregation at St. Peter's is a small to medium Christian community which is diverse, energetic, creative, independent and questioning. Our journey over the last five years has focused on two main areas:

- How to support the spiritual development and nurturing of our members, including our worship
- How to reach out to the local community around us

This journey is on-going, as we continue to search for the direction God wants us to follow. We value working in partnership with our clergy and sharing responsibility for the spiritual development of our church community as this journey progresses.





### **The building**

St. Peter's building is an early Victorian Church (Grade II Listed) of relatively simple but effective design. It was re-ordered in 2005 to create a highly attractive and flexible space for both worship and community activities. It is currently used as a venue for a Parent & Toddler Group, Band & Orchestra practices, courses, parties, concerts and a polling station, as well as church events.

Although the building is in reasonable condition, substantial repairs are required to the tower and roofs and a major project has been launched to address these involving applications for funding from the Heritage Lottery Fund. This grant decision is expected very shortly.



## Pastoral care

Day to day oversight of and responses to the pastoral needs of our individual church members is led by a small team of lay people, who refer more difficult pastoral concerns to our vicar or leadership team. The leadership team also seeks to take an overview of the pastoral needs of our community as a whole and considers whether action is needed to address those needs.

## Outreach

We believe that faith in God and the teachings of Jesus contain very important messages to people living increasingly separate lives in difficult situations. We are also strongly aware that, while people remain very interested in spiritual matters, there is a strong disregard for organised religion and Churches are viewed as increasingly irrelevant. On our journey over the years we have sought to find ways to reach out to those around by inviting people to join us in:

- Christmas and Easter celebrations designed to be accessible and thought-provoking for all
- Weekly Parent & Toddler Group (Take-a-Break)
- One-off events such as a Macclesfield Mystery Play, WW1 Remembrance events and concerts
- A Community Gardens project
- Using of our church building by a wide range of individuals and groups
- A monthly social event for local older folk

We have found it possible to engage with a wide range of people through these activities and have been encouraged by their responses. However we recognise that, while we have touched people's lives, these events have not led to an on-going, sustainable means for conversations on spiritual topics and opportunities to reflect what God offers to our world in the 21st Century.

Finding a way forward on this outreach journey is an important step in the further development of our church life.

## Parochial Church Council, Leadership Team and Support

We have well-established Leadership and Worship/Teaching Teams, which feed ideas and concerns into our Church Council for discussion and decision making.

We have a paid, part-time Church Co-ordinator, Jann Thorpe, who is vital to the practical planning of our church life and supporting the PCC and Leadership Team.

## All Saints

**All Saints was originally a church plant by St Michael's and was known as St Andrew's. Following the closure of Christchurch, the two churches joined to make All Saints.**

The church became a parish church following the last pastoral reorganisation. Its churchmanship is broadly evangelical and Sunday attendance is around 60. The building was refurbished two years ago to upgrade the kitchen and toilets. This has led to an upsurge of community and rental use.

The church has a toddler group and runs Messy Church once a month. It has recently ceased running a large week-long holiday club in the summer. There is also a Sunday school once a month. The congregation are keen to learn and there is a teaching Saturday once a term and a well-attended fortnightly bible study. The church is very strong in lay leadership and administration but the congregation are aging. Members of the church are very ecumenically minded and many volunteer at the HOPE centre in town.

The vicar of All Saints is also the vicar of St Barnabas.



## St. Barnabas



**St Barnabas church was built in 1938 as a daughter church to the Parish Church of Sutton, St George which closed in 1998. It was built at the same time as the Moss Rose Estate in Macclesfield and sits at the heart of the estate. It joined the team parish in 2002 and, in 2010, St Barnabas became a parish church.**

The estate is a mixed area which ranks above average in most measures of social deprivation. It is not a no-go estate, but it has its fair share of problems associated with social deprivation (anti-social behaviour, drugs, domestic violence, single parent homes, youth crime and unemployment).

The church has a past history of being a community meeting place and, until recently, it has been quite active in children's work. Due to the age of the congregation it has been difficult for the church to mount sustained work in things like holiday clubs and Messy Church. (The first messy church in Chester diocese was started at St Barnabas). Most of its life is lived out on a Sunday with an average congregation of about 30 and a small Sunday school.

Churchmanship is central though the core leadership of the team come from evangelical backgrounds. There is a voluntary aided school in the parish (Christ the King Roman Catholic and Church of England Primary School) of which St Barnabas is one of the sponsoring parishes. Two years ago the church underwent a £70k refurbishment creating better facilities.

The Vicar of St Barnabas is also the vicar of All Saints.



## Cre8

The Church works closely with Cre8 [www.cre8macclesfield.org](http://www.cre8macclesfield.org) which is an innovative and acclaimed youth and community development project. Its work is aimed towards empowering young people and adults in the local area to make change happen for themselves and also for their local neighbourhood. Cre8 comprises a charity and a social enterprise based on the Moss Estate. The charity does activities with children, young people, young adults and their families, including those who are at risk or hard to reach. The social enterprise employs young people and young adults doing landscaping, garden and grounds maintenance, roof insulation and related work.

Cre8 is a full time programme staffed by qualified youth workers, supported by student youth and community workers and volunteers, many of whom live on the estate. Its director is Rev Rob Wardle who is also an associate SSM at St Barnabas. Three of the trustees are appointed by St Barnabas PCC, and the church building is used by Cre8 throughout the week for clubs and other activities.

Cre8 is a very important ministry on the estate and we are quite blessed to be a part of what they do. St Barnabas and the Team see Cre8 as an important part of God's work in Macclesfield and are keen to see it flourish. Cre8 and St Barnabas are continually moving closer together, and are exploring a future which continues on this pathway.

The work of Cre8 has recently been recognised through being given the Queen's Award for Voluntary Service.



## Person Profile



**This profile assumes the normal expectations for a priest and what they will be required to do. He/she will be prayerful and biblically literate, with good communication skills and an ability to relate to different types of people.**

We would welcome:

- A progressive “evangelical”: someone who upholds scripture as authoritative but not uncritically, who sees the Lordship of Jesus as being something transformative rather than prescriptive. They should be someone who applies their faith to real life within the Church and also in the wider community.

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- An awareness that “business as usual” is unlikely to be the theme of the coming years for the Team and an openness to consider and embrace change

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- An appreciation of the importance of local links between faith, community and enterprise

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- A leadership style which is collaborative with ordained and lay colleagues and with other faith leaders, and which enables people to live out their faith as God calls them to do.

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- An ability to lead and nurture people beyond church attending to playing a deeper role in the mission and life of the Church alongside their own spiritual growth, through teaching which encourages people to reflect and think deeply about their faith.

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- A commitment to innovative ministry within and outside the church.

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- A willingness to journey with others sharing a faith or a passion for their community, and to discern the church’s role on that journey

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- A vision for how a town centre church can serve its community, and a contemporary understanding of the role of a civic church.

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- Strong pastoral skills showing empathy in the experiences of others.

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- Ability to train and develop newly-ordained clergy and lay leaders.

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- A commitment to local ecumenism.

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- Experience in line managing staff.

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- Willing to help the church to understand and meet the challenge of Scripture-based giving through teaching and preaching.

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- Ability to take on the challenges and opportunities of working in an historic building.

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