



Associate Vicar in the Parish of Caversham Thameside and Mapledurham, focusing on St Peter Caversham

Job Description

The Rector, the Revd Mike Smith, is shortly to become the Area Dean of Reading. To enable him to take up that role this 0.5 FTE post is needed to release him for this role primarily providing cover at St Peter Caversham. This post will run concurrently with Mike's tenure as Area Dean and is a 5-year time-limited post.

Our parish vision is *Becoming a Christ-like Community*. We are prioritising congregational discipleship and spiritual nurture, work with children and young people, and contextually relevant missional outreach. This post will assist the Rector with his leadership in this ministry, through taking the coordinating lead in matters of worship, pastoral care, teaching and faith nurture. Working with the Rector you will sustain and nurture the congregation and prioritise Christian discipleship as we rise to the challenges facing us as a church in a world acclimatising to COVID and impacted by the effects of the pandemic over the last 3 years. You will work alongside other clergy and lay colleagues in these tasks of ministry.

In detail this role will involve assisting with the Rector and other licensed clergy in the parish:

1. To oversee the seasonal pattern of worship at St Peter's, on Sundays and midweek, including at major festivals and occasional offices.
2. Leading the pastoral care of St Peter's, through its pastoral care team, to its congregation and beyond to the wider parish
3. Help the demographic of St Peter's congregation become younger, more diverse and representative of the community in which we are located by participating in faith nurture, including of children and young people, through church house groups, and through delivery of baptism and confirmation preparation, through a programme of intentional discipleship
4. To contribute to the work of St Peter's church leadership team
5. To contribute to the training of curates at St Peter's
6. To play an appropriate role in the life of the wider parish, as agreed with the Rector, including
 - a. Sunday worship, midweek and festival worship, occasional offices and daily offices
 - b. Meetings of the clergy, PCC and its sub-committees, with the Rector and other such meetings as the Rector requests.
 - c. To deputise for the Rector as requested
 - d. To assist representing St Peter's within the Churches Together in Caversham, Reading Deanery Synod and other church meetings in the deanery, diocese and ecumenically as the need arises.
 - e. To oversee and take a share of the necessary administrative tasks to facilitate the above role, to support the smooth running of the Parish



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Person Specification

Qualifications/Training

Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Have satisfactorily completed Initial Ministerial Education

Experience

Essential

- Engagement with and pastoral support for people of all ages
- Priestly ministry involving vision setting and team development
- Leadership responsibility in a complex organisation with substantial resources and people to manage
- Liturgical tradition that is Eucharistically focused, appreciating a strong choral tradition with a breadth of music and worship tradition
- Energy and drive for ministry with and to young people
- A mature faith, with the skills and passion to use that maturity to grow other people's faith and see them flourish as they discern God's call over their lives

Desirable

- Prior experience as an incumbent
- Leading mature and thoughtful all age worship
- Significant experience of BCP worship including Holy Communion and Evensong
- Active engagement with local schools
- Experienced in leading and managing transformation in the Church context, taking risks, enthusing other people about options for change, and focusing their own energy and that of others on key priorities

Knowledge/Skills and Competencies

Essential

- Ability to preach well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding
- Ready to go on a journey, and ready to risk not knowing where that journey will lead
- Wanting to wait on God's preferred and promised future for our parish and churches, and not have all the ideas themselves
- Ability to prioritise work beyond the church congregation to make and build links with individuals and community organisations whose involvement with the Church is limited
- Leadership skills including the ability to motivate, inspire and effectively coordinate volunteers
- Able to motivate themselves, under the direction of the incumbent, working to agreed targets and goals
- Able to contribute to the overall leadership of the parish at an incumbent level
- Resilient, energetic and inspired by the challenge of this role
- Experienced in working through conflict and the resistance of others



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Desirable

- Committed to working collaboratively with clergy and volunteers, and to encourage and support lay leadership
- Ability to organise resources effectively to meet a large number of demands
- Wanting to give time to people, to prioritise pastoral ministry and to love those who you are called to serve
- Aware of their own limitations and vulnerabilities, and willing to use those appropriately in ministry
- Not taking themselves too seriously, and encouraging others to do the same

General Attributes

Essential

- Evidence of a deep prayer life and ability to draw on a wide range of spiritual resources
- The ability to work to the parish Safeguarding Policy

Desirable

- A good administrative competence and is computer literate
- An ecumenical outlook and willingness to work with local churches and faith groups
- A love of the arts in general and church choral music in particular and an understanding of how they can draw people to God
- A passion for learning and personal development