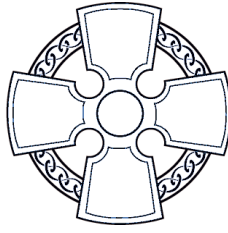


Y R E G L W Y S  
Y N G N G H Y M R U



THE CHURCH  
IN WALES

## ***Archdeacon of Monmouth and Diocesan Director of Ministry and Discipleship (DDMD)***

The postholder will be accountable to the Diocesan Bishop and work collaboratively with the Diocesan Secretary and her team.

Key relationships – Bishop’s Staff Team, Ministry Group, St Padarn’s Training Institution, Clergy and parishes of the diocese.

Co-ordinating the work of the Ministry Group - Diocesan Director of Vocations, Young Vocations Officer, Newly Licensed Ministry Officer, Continuing Ministerial Development Officer, Lay Vocations Officer (vacant).

### **Welcome from Bishop Cherry**

Thank you for taking the time to look at the profile for what we believe is an exciting post in the south-east part of Wales.

Monmouth is a relatively small diocese, not just in terms of its geographical size, but also in terms of its population. However, it has three distinct socio-economic areas: the valley communities of Gwent, the city and M4 corridor of Newport and the rural areas of Monmouth. Last year, in the course of a diocesan review, we agreed to maintain three part-time Archdeacon posts as a way of honouring the needs and particular opportunities of these differing contexts. Our vision is that as the three Archdeacons work together, the riches of each context will be shared fruitfully with one another so that each can learn from the others and enhance the work of mission and ministry of the Church as a whole.

Alongside the Archdeacon of the Monmouth who will hold the ministry brief, there is an Archdeacon of the Gwent Valleys, the Venerable Sue Pinnington, who holds the mission brief, and an Archdeacon of Newport, the Venerable Jonathan Williams, who is the Bishop’s Chaplain and a Trustee of the Cathedral. The other members of the Bishop’s Staff Team are Isabel Thompson, Diocesan Secretary and the newly appointed Dean, Canon Ian Black, who will be taking up his post soon after Easter.

At the heart of the brief for the Director of Ministry and Discipleship is the need to encourage and foster Sunday to Saturday discipleship; working with others to provide the means by which God’s people can grow in faith, hope and love as they live out their Christian calling in their daily lives. From there, ministries and vocations will be more readily discerned and appropriate support and training put in place at both a local and diocesan level.



As a Diocesan staff team, we are fully committed to ensuring that the gifts with which God has blessed his people are used in the service of the gospel and enabled to flourish at all levels of the Church's life. We recognise that an increase in lay ministries, both licensed and commissioned, as well as ordained ministries, is going to be vital if all of our church communities are to have a vibrant and sustainable future and we look forward to supporting the DDMD and the ministry team in this work.

We know that there are significant challenges ahead, but we believe that in it all, God holds out before us a hopeful future as we continue to learn what it means to be his Church in the very varied contexts of our diocese and live out the good news of his love in our contemporary world.

**+Cherry Mynwy**

## **Monmouth Archdeaconry**

The Monmouth Archdeaconry is more or less co-terminus with the civic county of Monmouthshire. It is mostly rural, with agriculture the dominant economic driver. In the north are the two significant towns of Abergavenny and Monmouth with the smaller town of Usk and the village of Raglan in the centre. The south of the Archdeaconry is dominated by the M4 corridor, from the town of Chepstow in the east through the commuter villages of Caldicot and Magor and on to the outskirts of Newport. A significant proportion of the population are 'incomers', commuting to Cardiff, Bristol and London. It is the most anglicised part of Wales although the number of Welsh speakers is increasing and the demand for Welsh medium education is growing.

There are 94 churches in the Archdeaconry, most of them listed. Through the process of reorganising into Ministry Areas there will be six new Rectorial Benefices (Team Ministries) served by teams of stipendiary, non-stipendiary and lay ministers. The Archdeaconry has a disproportionately high share of both non-stipendiary and active retired clergy.

## **Ministry Areas**

For over five years the Diocese of Monmouth has been reshaping itself into Ministry Areas and is working to complete this process by the end of 2021. At the centre of this process is a vision to share our resources and harness them to best effect as we seek to be faithful to Christ and serve the world he came to save. We are committed to acting collaboratively and collegially, with groups of churches working together with all that God has given them to be salt and light in their communities. The churches will be served and led by a team of ordained and lay ministers who will complement one another and enable each other to flourish in their ministries. This will involve discovering new ways of being church, new ways of nurturing disciples and new ways of engaging with our communities.

## **Role Specification**

### **Key Roles of the Archdeacon of Monmouth**

#### **A.) The Bishop and Diocese**

- To support the Bishop in her ministry as Chief Shepherd, Pastor and Minister of the Diocese.
- To work closely with the Bishop as a 'critical friend' by sharing a common vision for the diocese and working collaboratively towards bringing that vision to fruition
- To be a member of the Bishop's Staff Team to assist in the strategic development and oversight of all aspects of the life of the Diocese.
- To represent the Bishop and Diocese at provincial meetings and events.
- To sit on numerous Diocesan Committees bringing expertise and knowledge of the wider Diocese, assisting the decision-making processes and ensuring good governance at all levels.
- To work with and support the Diocesan Office staff.

#### **B.) The Archdeaconry**

- To lead, co-ordinate and administer the Archdeaconry in collaboration with the clergy and laity.
- To oversee the Ministry Areas, working closely with Area Dean and Ministry Area Leaders to support good practice and encourage growth at all levels.
- To facilitate and support the process of creating Ministry Areas as a focus for creative worship, passionate discipleship and transformational mission.
- To participate in diocesan appointment procedures for vacancies.
- To deal with complaints and breakdowns in relationships within Ministry Areas.
- To offer pastoral support to clergy and lay officers in times of illness, bereavement and pastoral difficulty.
- To preach and speak at services and events across the Archdeaconry and Diocese and cover services during vacancy, clergy illness or to facilitate holidays.
- To oversee and advise on the maintenance, repair and alteration of churches and other buildings including the Faculty process.
- To chair or attend vestry meetings and Ministry Area meetings where necessary.
- To undertake the functions and administration associated with visitations including admitting churchwardens and ensuring the maintenance of the inventory and parsonage.

#### **C.) The Cathedral**

- To be a member of the Cathedral College of Canons.



## **Key Roles of the Director of Ministry and Discipleship (DDMD)**

### **A.) To be responsible for developing, integrating and implementing policy relating to Ministry and Discipleship**

- To be a contributing member of the Bishop's Staff Team as Archdeacon and DDMD
- To be responsible for drafting and implementing Diocesan Policy in the fields of ministry and discipleship in line with the emerging Diocesan Vision, fostering imaginative approaches in the Diocese which will awaken the discipleship of all God's people
- To provide leadership, and line management for the Ministry Group, coordinating and shaping work plans, managing appraisals, supporting any training requirements, managing the ministry budget
- To keep up to date with developments in the wider church in the theology and practice of ministry and discipleship
- To foster a culture of life-long learning for discipleship across the Diocese, encouraging the take up of nurture groups and discipleship courses
- To advise and support Ministry Areas in their development of ministry teams in ways that promote growth and flourishing both within congregations and in their work with their local communities
- To model best practice in collaborative working and proactively support the formation of collaborative working practices amongst clergy and lay colleagues

### **B.) To oversee all ministry training in the diocese and to meet the needs of a range of lay and ordained ministries**

- To ensure that lay ministry is established as a valued and equal part within the ministry of the Diocese and that opportunities for lay training are met for a wide range of contexts
- To contribute to the strategic deployment of curates and Newly Licensed Ministers
- To ensure the delivery of effective, engaging and relevant Continuing Ministerial Development within the Diocese, making sure that mandatory training days have relevance to present issues in ministry and the implementation of the Diocesan Vision
- To identify and provide resources for clergy and lay ministers to use at a local level in order to promote discipleship

### **C.) To contribute to the growth and flourishing of Ministry Areas and their Ministry Teams**

- To have responsibility for encouraging and equipping Ministry Areas in nurturing disciples, growing teams, developing leaders, reflecting on and sharing good practice

### **D.) To have oversight of the vocations work in the diocese, both lay and ordained and to ensure the wellbeing of all our leaders**

- To oversee the strategy for vocations both lay and ordained and to encourage the promotion and discernment of all vocations
- To arrange the Diocesan Vocations Panel for ordained and lay vocations in consultation with the Diocesan Director of Vocations
- To provide a range of positive, proactive measures which lead to the greater wellbeing of clergy and lay ministers in the Diocese.



**E.) As the senior Ministry Officer to the Bishop of Monmouth to represent the Diocese at Provincial level in ministry matters.**

- To be a main point of contact with St Padarn's Institute in terms of negotiating and setting appropriate training for all levels of ministry and to provide specific complementary training programmes to develop clergy and lay leadership
- To build and maintain mutually beneficial working relationships with relevant Officers in other Dioceses and in the Church of England, and to create and maintain links with wider church networks as appropriate
- To represent the Diocese on Provincial committees for ministry and discipleship



## Person Specification

<u>Attributes</u>	<u>Essential</u>	<u>Desirable</u>
Qualifications & Training	<ul style="list-style-type: none"> <li>• Ordained within the Anglican Communion with at least six years in holy orders</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>• Experience of formation and the nurturing of vocations</li> <li>• Experience of fostering effective collaborative working</li> <li>• An understanding of and willingness to encourage new forms of ministry such as fresh expressions and pioneer ministry</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of the theology and practice of ordained and lay ministries</li> <li>• Experience of managing budgets</li> <li>• Experience of managing change in an organisation</li> <li>• Experience of strategic planning and policymaking</li> </ul>
Knowledge, skills and abilities	<ul style="list-style-type: none"> <li>• Knowledge of best practice in safeguarding</li> <li>• Good level of computer literacy including word-processing and online working</li> <li>• Hold a driving licence and have use of a car</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to speak Welsh, or willingness to learn</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Values integrity and exhibits creativity, competence and compassion</li> <li>• Encourages, motivates and enables</li> <li>• Has the ability to communicate easily and effectively at all levels and using a variety of media</li> <li>• A self-starter, confident operating at a very senior level, able to inspire trust and credibility</li> </ul>	

## **Remuneration and Benefits**

- Archdeacon's stipend of £38,805.
- A modern 4-bedroom vicarage in Usk with double garage and plenty of parking.

*Located at 10 Cassia Drive, Usk, NP15 1TZ*



- Expenses for all travel from home.
- Pension entitlements based on a non-contributory defined benefit scheme.

## **Application Process**

If you are interested in being considered for the Archdeacon of Monmouth and Diocesan Director of Ministry and Discipleship, the application form and recruitment monitoring form can be found at <https://monmouth.churchinwales.org.uk/en/about-us/jobs/>

Applicants will need to submit both forms, via email, to [monbishpa@churchinwales.org.uk](mailto:monbishpa@churchinwales.org.uk). Please clearly head your email with "Archdeacon of Monmouth/DDMD application". You will receive an email acknowledging your application. If you have not received an acknowledgement within 24 hours, please contact us on (01633) 263510 to confirm safe receipt.

The closing date for applications is 12 noon on Friday 26<sup>th</sup> February 2021 (Applications received after this time cannot be accepted). Interviews will be held on Monday 22<sup>nd</sup> March 2021.

Applicants from outside the UK will need to comply with the requirements of UK immigration law. Any offer will be subject to satisfying Church in Wales safeguarding policies.

The current stipend is £38,805.

For an informal discussion on this role, please call Archdeacon of Newport, Jonathan Williams on (01633) 215206.