

SCOTTISH EPISCOPAL CHURCH – DIOCESE OF ABERDEEN AND ORKNEY

This document contains two sections: 1. Job description for the Priest in Charge; 2. Person specification for Priest in Charge.

SECTION 1

JOB DESCRIPTION FOR A PRIEST IN CHARGE TO BE APPOINTED TO ST. ANDREW'S CHURCH, ALFORD.

In the first place, and without prejudice to any future decision, the appointment of the Priest in Charge will be limited to twelve months from the date of licensing.

As the congregation of St. Andrew's we are seeking a Priest in Charge who is:

- Committed to the historic Christian faith.
- Has a deep personal faith and is open to the leading of the Holy Spirit.
- Can lead us into deeper faith and worship, and in spiritual growth.
- Will help us make St. Andrew's a place where the light of Christ shines, and those without faith are drawn to Him.

1. Growth of the congregation

St. Andrew's has grown slowly over recent decades from a handful of worshippers to the current small but committed congregation of around two dozen. We would wish the new priest in charge to grow the congregation in quality:

- Maintain and develop the current worshipping, baptismal and office pattern of the congregation, in collaborative working and agreement with the Vestry and Congregation.
- Visit the existing members of the congregation within the first twelve months of appointment and continue faithful visiting afterwards.
- Visit potential and new members of the congregation as soon as possible after first contact.
- Deepen faith, enrich personal and corporate prayer, encourage and support spiritual growth.
- Enrich corporate worship, develop confident prayer, discernment and identification of gifts in the congregation, both natural and spiritual;
- Be committed to collaborative practices pastorally, to prayer and to relaxed, gentle and Holy Spirit filled worship in both formal and informal settings.
- Develop other ministries such as prayer ministry and pastoral visiting.

We would also expect the Priest in Charge to:

- Seek numerical growth
- Seek financial growth
- Develop the involvement of further members of the congregation in worship, pastoral care, and other ministries such as those of intercessors, lesson readers, Eucharistic assistants

and musical accompaniment. All both male and female, at public and private, formal and informal worship.

- Foster ordination, lay readership, and other lay vocations.

2. Involvement in the life of the Diocese, wider church and local communities.

The following are expected of all clergy within the Diocese:

- Ecumenical contacts and supportive working by stipendiary clergy, as expected and encouraged within the Diocese, together with community involvement.
- Development of ecumenical and fraternal links with other churches in the area, such as the Church of Scotland and Roman Catholic congregations are seen as important activities.
- Continue St. Andrews' engagement with schools within the village.
- Some linkages between the Episcopal Churches on Donside may in time be desirable. The incoming Priest in Charge of St. Andrew's should be prepared to take a lead in any such reorganisation.

3. In-service training.

The Priest in charge will be required to take part in in-service training, including:

- Attend church growth conferences and events, as agreed with the Diocesan CMD officer.
- Take part in the annual 1:1 appraisal meeting with the Bishop.

SECTION 2

PERSON DESCRIPTION FOR A PRIEST IN CHARGE TO BE APPOINTED TO ST. ANDREW'S CHURCH, ALFORD.

A Priest in charge is required for this congregation with the following qualities:

Pastoral ministry with one or more congregations with capacity in the following:

- Church growth.
- Versatility of approach.
- Commitment to and familiarity with traditional and modern approaches to worship and practice, using liturgy creatively and encouraging a varied use of music in worship.
- Willingness to engage with and help support the wider diocesan approach to mission, evangelism and church growth.
- A strong desire and commitment to work actively with lay and ordained, male and female colleagues in all areas of church life: liturgical and sacramental, pastoral and practical, central and devolved leadership, and to welcome these at St. Andrew's.
- Should any future bishop of the Diocese be female, then welcome her fully and openly, and support her in her ministry.

- A strong desire to carry on the outward looking tradition of St. Andrew's and to build on it, with a visible and active presence in the local area.
- Some linkages between the Episcopal Churches on Donside may in time be desirable. The incoming Priest in Charge of St. Andrew's should be prepared to take a lead in any such reorganization.

A skill set which can:

- Motivate, educate and facilitate growth in the existing congregation, in formal and informal ways.
- Be sympathetic to the wide range of traditions within the Scottish Episcopal Church, while being dynamically committed to growth.
- Be sensitive to the range of traditions and denominational backgrounds within the congregation of St. Andrew's,
- Work with the Bishop and other Diocesan officers, and the Vestry.
- Understand the complex boundaries of confidentiality and discretion, but maintain transparency and openness in pastoral processes.
- Balance the needs of the diverse congregation, both the elderly and vulnerable and younger members.
- Be committed to a structure and secure rhythm of personal prayer and devotion.
- Be committed to open hospitality and St. Andrews' tradition and custom of generous welcome.

Specific requirements are:

- A full and valid driving licence.
- IT competence.
- It is expected that the Priest in Charge will ensure that the garden ground of the Clergy House is maintained to a reasonable standard.