

## Kerrier Deanery Ministry Team

### Pastoral Care Lead

Employed by	Kerrier Deanery Community Interest Company
Responsible to	Kerrier Rural Dean (Team Rector)
Work base	From home
Hours	35 hours per week (a flexible approach to days will be required, including some evenings, weekends and definitely Sundays)
Pay	£27,500 Three year contract in the first instance

### **Introduction**

These two exciting new posts will join the recently appointed Rural Dean and Pioneer Minister to complete our groundbreaking Ministry Team in Kerrier Deanery, the fruit of the “On The Way” consultation process moving congregations towards fruitfulness and sustainability. Supported by a range of admin and volunteer roles, as well as our faithful PTOs, the ministry team is deployed across the whole deanery to provide leadership, vision and encouragement as we journey together. It’s a bold and hope-filled vision that is asking our congregations to listen and discern the movement of the Spirit in our shared life together, to bring the love and life of Christ more fully into our communities. The heart of our deanery plan relies on the development of lay ministers and volunteers across the life of our churches, and the successful applicant will be fully supportive of this aim. Delivering the plan moves us into new territory in many ways, so we are looking for a sense of adventure, the flexibility to respond and adapt to changing situations and the passion to hold fast to the vision whatever challenges crop up!

This role (Pastoral Care Lead) would prioritise and coordinate our pastoral care for 16 parishes in a range of contexts, from rural to coastal to market town. Cornwall is beautiful and full of life, but it can be a tough place to live. There are a huge number of complex needs in both our communities and congregations, and clergy alone are not able to meet all of the opportunities to love and care for people under our cure of souls. We are looking for someone with a deep vocation to both excellent pastoral care as a practice and to building, enabling and organising teams of volunteers from our congregations to serve within and beyond our churches current reach.

The ideal candidate would have a deep empathy, be emotionally intelligent, good at working in a team and have the vision for creating new structures and procedures. Working closely with the Rural Dean, they will develop a strategy to deliver high quality and accountable pastoral care across the Deanery, taking into account the different needs of various communities and congregations. They will need to balance efficient administration and good communication with the sensitivity to encourage and develop the confidence of our lay volunteers. Within this remit, they will have a responsibility for safeguarding training and work with the Deanery Administrator to lead on best practice.

### **Role Specific duties and responsibilities**

We anticipate this role covering three main areas of focus:

#### **Pastoral Care for the Bereaved**

- Build good relationships with local Funeral Directors and be the contact point for enquiries, coordinating clergy for funerals.
- Build a team of lay & clergy volunteers to oversee aftercare for families, providing support/advice as needed (e.g. in difficult cases).
- Develop network of “Grief Cafes” for long term bereavement support.

## **Pastoral Care for the Sick and Housebound**

- Working with the clergy, parish lay leaders and congregation members to identify the scope of need for visiting and home communion among our congregations and communities, including those in hospital and undergoing treatments; and supervising a rota that meets this need.
- Keeping a regularly updated prayer diary for those who request it.
- Setting up and training teams drawn from the congregations for such pastoral visiting and home communions, taking Holy Communion into our local care/nursing homes, including safeguarding admin.

## **Training, Safeguarding and Best Practice**

- Working with the Administrator and Parish Safeguarding Officers to oversee best practice when it comes to safeguarding procedures.
- Providing support and best practice advice for all clergy in the Deanery, for shared pastoral care responsibilities.
- To attend Chapter meetings whenever possible to encourage support amongst co-workers/colleagues and to effectively communicate the plans for Pastoral Care in the Deanery.
- Working with the Pioneer and CFY Minister to adapt and provide pastoral care in Fresh Expressions and Family/Youth ministries as they evolve.
- Leading and preaching at Sunday services either as a Priest or a Lay Minister

## **Ministry Team Responsibilities**

- Team Ministers will also be expected to lead Sunday worship (along with other ordained and lay ministers) in our 22 churches, and occasional offices as required. The rota for services is organised by the Rural Dean and Deanery Administrator to ensure that all our churches get a varied mix of service styles and benefit from a complementary ministry team.
- All members of the Ministry Team (ordained and lay) will be expected to attend regular Chapter Meetings and to take part, at times, in the Deanery Implementation Team meetings, Deanery Synod meetings and to lead deanery wide events as appropriate.
- To ensure agreed Safeguarding and Health and Safety procedures are adhered to
- To work on communicating issues around rural poverty and social isolation with the team ministry
- To undertake administration, communication, networking and publicity as required for the post
- To undertake necessary training as required and to be responsible for ensuring your own professional development
- Assist with identifying funding for further development and growth.

## **Person Specification**

### **Essential**

- Qualified to diploma level or equivalent
- Proven experience of managing and developing teams of volunteers
- Proven experience of working in pastoral situations where deep empathy and emotional intelligence were required
- Proven experience of designing and implementing new processes and systems
- Experience of a successful ministry in a church situation that has grown and developed a pastoral strategy
- A team player – who believes in the strength of teams and is prepared to muck in
- A self starter – to be creative, motivated and able to work on your own initiative
- Excellent administrative and communication skills

### **Desirable**

- Clean driving licence and access to a car or means of independent travel
- Experience or understanding of rural life
- Experience of getting grant funding to develop community work
- Ordained minister in the Church of England