

**The Church of England  
in the Parishes of  
Droitwich Spa  
and  
Salwarpe & Hindlip with Martin Hussingtree**

**Specifications for the post of  
Rector Designate of the Plurality**

*Diocese of Worcester*

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### WEBSITES

<http://www.droitwichparish.org.uk/>

<http://www.shmhchurches.com/>

## Introduction

The Parish of Droitwich Spa and neighbouring benefice of Salwarpe & Hindlip with Martin Hussingtree have advertised for the post of Rector Designate of the Plurality. This document gives further details of the Worcester Diocese and Droitwich Deanery in which the two parishes reside. It also details the role and person profile of the Rector that we are expecting to appoint and the housing arrangements

This document should be read in conjunction with the two separate parish profiles for

- The Parish of Droitwich Spa
- The Parish of Salwarpe & Hindlip with Martin Hussingtree

## Worcester Diocese

The Diocese of Worcester covers an area of 671 square miles and includes parishes in Worcestershire, the Metropolitan Borough of Dudley, and a few parishes in northern Gloucestershire, south-east Wolverhampton and Sandwell. Founded about 679 by Theodore of Canterbury, today it has 190 parishes, 281 churches, around 120 stipendiary and 30 non-stipendiary clergy and 170 Licensed Lay Ministers (Readers). There is also a growing number of Authorised Lay Ministers (ALMs) being trained to support and resource ministry in their own localities. There are 100 church schools, 97 primary and 3 secondary. The diocese is divided into the Archdeaconry of Worcester, with six deaneries, and the Archdeaconry of Dudley, with seven deaneries.



## The County of Worcestershire

Worcestershire comprises six districts: Bromsgrove, Malvern Hills, Redditch, Worcester City, Wychavon and Wyre Forest. It has a combined population of 557,400, with a larger number of older people than the regional and national average.

The county has an outstanding and rich natural environment and is home to spectacular features such as the Malvern Hills. A large part of the county consists of a combination of fields, orchards, woodlands, meadow, ancient forest and rivers. Agricultural land and open countryside dominate the landscape, but 64% of the total population live in urban areas. Agriculture, horticulture and food processing are still significant elements of the local economy, but manufacturing, local government services, financial services and tourism are important factors, providing employment and income. Worcester University is one of the fastest growing of the 'new' universities in the country. The county is adjacent to the West Midlands conurbation and has generally good road access to and from the national transport network.

Many who live in rural areas experience difficulty accessing services. The perception of Worcestershire is that it is affluent, free from social disadvantage and an attractive place in which to live. In reality there are pockets of deprivation and some very specific, and sometimes conflicting, challenges that the diverse nature of the county poses. The 2007 Indices of Deprivation highlights seven areas that are in the top 10% most deprived areas in England and Wales, with education deprivation, income deprivation and crime of particular concern.

## The Metropolitan Borough of Dudley

Dudley metropolitan borough was created in 1974 after a merger of the Dudley County Borough with the municipal boroughs of Stourbridge and Halesowen. It is effectively a unitary authority, except for public transport, fire and police services, which are jointly run by the seven metropolitan boroughs of the West Midlands county.

Traditional metal-bashing industries, long associated with the Black Country, have been reduced over the last few decades, but the borough is still a major centre for manufacturing. There are good rail and road links with the rest of the Midlands and other regions. The leisure, retail and tourism sectors are major providers of employment. Some areas of the borough, particularly in the Dudley town area, suffer considerable deprivation.

## Diocesan ministry and mission

As a diocese we are committed to mission in every aspect, seeking to bring the good news of God's love in Jesus to all who live in our cities, towns and villages, and to make the gospel relevant to their everyday lives. We are developing creative new patterns of ministry in these changing times: though there are fewer stipendiary clergy than in the recent past, there are now more people offering licensed and authorised lay ministry than ever before. Differences in 'churchmanship' are not divisive in this diocese which has a genuine 'family feel' to it.

We are implementing, after much reflection and consultation, an imaginative 'Kingdom People' vision and resource which seeks to help churches become better at their core task of proclaiming the Kingdom.



As Kingdom People, our vision is for a Church which enables its people to be:

- deeply rooted in prayer and study of the scriptures.
- renewed and transformed by regular worship.
- equipped to witness to the gospel of love, compassion, justice and freedom.
- dedicated to helping children, young people and young adults to belong and be nurtured in faith.
- devoted to growing deeply in discipleship, offering our time and talents and money to God.
- resourced and released to minister to others.
- ready to engage with and serve our community.
- committed to making our buildings fit for purpose as a spiritual and community resource.

The Bishop looks to appoint those who will work collegially with clergy and lay people in the deanery to encourage and sustain the wider mission and ministry of the church. It is normal for a priest to have a ministerial interest wider than the benefice itself that takes something in the region of 10% of their working time.

Except where required under the terms of the Priests (Ordination of Women) Measure we are committed to ensuring that the diocese does not discriminate against applicants on the basis of criteria unrelated to their ability to function as a priest in the benefice.

## Droitwich Deanery

Droitwich deanery is the southernmost of the seven deaneries in Dudley Archdeaconry. It is an attractively varied area set between Worcester, Bromsgrove, Stourport and Redditch. The deanery is largely rural in character, comprising individual village communities and the ancient salt town of Droitwich Spa, which is at the geographical centre of the diocese.

The deanery has an allocation of six full time stipendiary clergy who exercise oversight in relation to their parishes or roles. As part of the deanery plan, one of these six clergy has been released from parish responsibility to serve as full time rural dean. This post carries a brief for supporting ministers and parish officers,



developing collaborative relationships, resourcing ministry and enabling mission through the nurture of training and vocations work. In addition to the six stipendiary clergy, there are in the deanery three part-time non-stipendiary associate priests, one part-time non-stipendiary deanery curate in training, seven Licensed Lay Ministers and one in training, and a large number of lay people involved in different areas of ministry. These include several people who have trained on the diocesan Authorised Lay Ministry (ALM) scheme as worship leaders, pastoral workers or evangelists. A number of people are exploring vocations of various kinds. This is not a deanery with many retired clergy, but we greatly value their support where it is available.

The deanery clergy meet together regularly and also once a term with their lay colleagues in ministry in a 'College of Ministers'. These are important occasions for mutual support, reflection and planning. We laugh a lot too! We also arrange occasional outings, away-days or residential meetings. Deanery Synod meets three times a year and is an important forum for discussing matters to do with mission and ministry and for sharing good practice. There is an annual service of Celebration of Lay Ministry and an annual confirmation in the deanery.

## Rector Designate\* - Role Profile

This is an exciting opportunity to take two parishes forward into the next phase of their mission to significantly grow the Church in and around the beautiful Worcestershire town and surrounding villages of Droitwich Spa. The Rector Designate will build a new Clergy Team to provide church services, pastoral care, and missionary growth across two parishes. It is envisaged that the Team will be led by the Rector, with another ordained minister (to be appointed), and the NSM, Reader, ALMs and other non-stipendiary helpers currently available in the two parishes - supported by the respective congregations.

*(\* A scheme of pastoral reorganisation to consolidate the separate Parishes of "Droitwich Spa" with that of "Salwarpe & Hindlip with Martin Hussingtree" into the care of a Rector and a Team Vicar has to be drawn up. The Parishes anticipate that the previous arrangements in which one of the post holders having one third of their time allocated to the overall pastoral care of Salwarpe & Hindlip with Martin Hussingtree, and two thirds to Droitwich Spa, will continue. Until now that shared post has been with the Team Vicar but with both team members taking a share of presiding at services in all the churches.)*

## The Rectory

The Diocese is currently reviewing the accommodation within the Parishes and is looking for a property which meets the required specifications for this role (a 4 bed detached with ideally 3 downstairs reception rooms separate to the kitchen and downstairs toilet facilities). This is likely to be within walking distance of the centre of Droitwich Spa and in the heart of the Droitwich Town community. (The Team Vicar's property is expected to be closer to, or within, the Salwarpe/Hindlip/Martin Hussingtree Parish)

We expect to have further details in due course.

## Rector Designate - Personal Profile

The Parishes of Droitwich Spa and Salwarpe & Hindlip with Martin Hussingtree are looking for a Rector Designate who will work with us to **grow the Church** because of his/her:

1. Energy and enthusiasm, with proven parish and organisational experience.
2. Inspiration, encouragement and enabling of the ministry of all God's people.
3. Experience in team working and consensual leadership (desirably in a church context).
4. Good listening skills and ability to counsel and mentor people firmly, yet gently, to do the same.
5. Openness to the Holy Spirit and encouraging the spiritual dimension in others.
6. Visible involvement in wider community life and encouraging and inspiring others in this.
7. Actions as a role model, inspiring others in visiting and pastoral care.
8. Skill as a teacher and interpreter of the faith, passionate about growing the Church in all demographics of society, including schools.
9. Valuing and embracing, not only the breadth of the Church of England and its range and styles of worship, but also links with other denominations.
10. Commitment to establish the diocesan "Kingdom People" vision and both local parish visions.
11. Literacy with I.T. and sense of humour.