

Parish of Kings Norton

Appointment of Assistant Rector

Diocesan Profile

The Archdeacon of Birmingham has prepared this paper to give additional diocesan information for a priest considering this post. Any questions concerning content should be directed to the Archdeacon.

Birmingham is the UK's second city with the youngest urban population in Europe. The average age of its residents is 36 with almost a quarter of the population aged under 16. The City of Birmingham is a major centre of culture, education, commerce and industry, around which stand other boroughs and local communities each with their own individual character and history.

The Diocese of Birmingham is geographically small, covering 294 square miles, but contains a population of 1.5 million people. It is blessed with a rich mix of people from a wide range of national and ethnic backgrounds and, while largely urban, includes the significant presence of rural village communities. The City of Birmingham is a major centre of culture, education, commerce and industry, around which stand other boroughs and local communities each with their own individual character and history. The Diocese covers not only the city of Birmingham (which has the youngest urban population in Europe), but also the borough of Solihull, half of Sandwell, and parts of Worcestershire and Warwickshire. Alongside the historic Christian denominations are many younger church groupings and Christian networks, as well as the strong presence of other world faiths.

In this Diocese there are 185 Church of England churches and worship centres with an average Sunday attendance of 15,000 in 151 parishes. Pastoral care and Christian mission is led by around 150 stipendiary priests, alongside self-supporting ministers, offer, retired clergy, readers, local ministry teams and other non-ordained ministers.

The ninth Bishop of Birmingham, The Rt Revd David Urquhart, was welcomed to Birmingham in November 2006. He leads the Church of England across the Diocese with his team of senior staff. The Bishop shares his Episcopal oversight with the Suffragan Bishop of Aston, who has a particular focus on mission and growth. The Rt Revd Anne Hollinghurst was welcomed to the Diocese in this role in December 2015.

In the heart of the city is Birmingham Cathedral, which in 2015 celebrated the 300th anniversary of the church that became a cathedral in the town that became a city. The post of Dean is currently vacant.

The Diocese is divided into two pastoral administrative areas led by the Archdeacon of Aston (The Ven Simon Heathfield) and the Archdeacon of Birmingham (The Ven Hayward Osborne). This benefice is in the Birmingham Archdeaconry.

1 Colmore Row in central Birmingham houses the diocesan and cathedral offices of the Church of England Birmingham, overseen by the Diocesan Secretary, Andrew Halstead, and the cathedral Director of Operations, Anna Pitt. The offices act as a resource centre supporting the cathedral and the parishes of the Diocese and their communities.

Diocesan programme: Transforming Church

Bishop David urges parishes to plan for outreach and growth, under the banner "Transforming Church". Any priest appointed to this Diocese must be committed to engaging with those who have not yet come to faith, gathering people whose Christian allegiance has flagged, and developing lay leadership and responsibility in the cause of the Gospel. The Transforming Church programme is designed to assist parishes in this task.

Key areas in this programme are:

- *Transforming worship: drawing us into the presence of the living God;*
- *Transforming relationships: finding healing, encouragement and challenge through our life together;*
- *Transforming discipleship: enabling us to grow as confident followers of Jesus;*
- *Transforming leadership: releasing and harnessing the gifts of all God's people;*
- *Transforming presence: living out God's love in our communities and the wider world;*
- *Transforming outreach: leading others to believe in Christ and belong to his Body;*
- *Transforming partnerships: working together with people of good will to see God's purposes fulfilled.*

PCCs are asked each year by their archdeacon to set out their priorities for development and outreach, and then later to report on progress and lessons learned. Parishes have often had a consultant to help clergy and PCCs identify objectives, chosen from clergy and lay people from within the Diocese.

A key theme in this Transforming Church programme is "Growing Younger". A number of Children and Families Missioners and Mission Apprentices have been recruited and deployed in selected parishes. Some facilitators have been appointed to help parishes develop their openness to a younger age group. A new Resource Church has been established in the city centre, with the intention of gathering and equipping younger Christians who can in time be redirected out to other parishes. The "Leading Your Church Into Growth" course is being strongly commended to local church leaders.

Taking the Diocese as a whole, the Bishop is looking for growth which will increase the number of worshippers, develop children's and youth ministry, see a regular Christian basics course in every parish, increase financial giving, and build local leadership. These are summed up in ten Diocesan goals. See the Diocesan website: <http://www.cofebirmingham.com/transforming-church/>

Appointment of Assistant Rector

The appointment of an Assistant Rector is made jointly by the Team Rector and the Bishop, on whose behalf the Archdeacon of Birmingham handles much of the process.

Kings Norton is legally a Team Parish, and has hitherto functioned administratively with its District Church Councils as well as its PCC. Team Vicars have led with particular portfolios, but functioned across the whole parish. The decision was made earlier this

year, instead of one Team Vicar, to appoint a Lay Minister with particular gifts in delivering and developing work with Children and Families. There may be discussion in future as to whether the Team structure is the most beneficial for the parish. The post of Assistant Rector confirms the parish-wide ministry anticipated, and also ensures the permanence of the position should the Team structure be changed in the future.

Whatever the specific responsibilities of the post, like other clergy in the Diocese the new priest will be expected:

- To share in the responsibility, held under God, for the mission and ministry in this parish. This particularly involves attending to and advancing the areas of transformation described in the Transforming Church initiative in the Diocese, including working with appropriate consultants and parish goals as and when agreed.
- To serve in this Benefice having regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the clergy and other relevant legislation
- To work with the church councils towards the development of the local church as described in the parish documentation at the time of your appointment and parish targets agreed subsequently.
- Overall, to share in ensuring that a high standard of worship, preaching, outreach and pastoral care is provided.

The priest appointed must have been ordained in the Church of England or a church in communion with it, must have exercised at least three years ordained ministry, and should have experience of ministry in the UK. The priest appointed will be an office holder under Common Tenure, and the Ecclesiastical Offices (Terms of Service) Regulations will apply.

The stipend for incumbent status priests in this Diocese in 2017-18 is £25,365 plus payment of Council Tax. The person appointed will have removal costs paid (within the UK), plus a resettlement grant of £2,380. If this is the post-holder's first incumbent status post, a further grant of £2,380 is payable in order to purchase items necessary as an incumbent for work purposes. Any part of these grants not used for this defined purpose could be liable for tax (the Diocesan Secretary can advise on this). Once in post, reasonable working expenses are reimbursed in full by the PCC.

It is hoped that any necessary work to the parsonage will be done during the vacancy, but the person appointed will have the opportunity to visit the house with the Diocesan Surveyor after the appointment is announced.

It is important that the priest appointed plays a full part in the life of the deanery, particularly Chapter and Synod, and in the wider programme of the Diocese. Opportunities for ecumenical collaboration should also be pursued, and good relationships sought with other faith communities.

The Deanery

The Deanery of Kings Norton is on south western edge of Birmingham Diocese, including some communities partly or wholly in Worcestershire. The Deanery includes outer estates, some with notable deprivation, old established churches and communities, some in rural settings, and affluent 'commuter/retirement' parishes.

Some of the Deanery has been targeted by such organisations as the BNP still being 'white working class.'

Most parishes still have an incumbent with responsibility for one church building. There is some clustering and sharing of resources. Traditionally the area had been dominated by the former car factory at Longbridge (Austin/Rover) and the Cadburys factory nearby. A large part of the former car factory site has transformed into Longbridge 'town centre' with shops and other facilities, as well as housing the relocated Bournville College.

The 'Chapter' meets regularly and these meetings are well supported by all. There is a genuine sharing and honesty between ordained and other stipendiary staff. There is a mixed style of meeting with worship and sometimes input from specialists or people with insights on particular issues.

Personalities and opinions are strong but shared openly. A number of parishes have seen a change of personnel, so it is hoped this tradition of mutual support and criticism will continue, informed by new members.

Support and resources

The appointed person, like all clergy in the Diocese of Birmingham, will have an annual Ministerial Development Review. Clergy meet first with a consultant (ordained or lay) from the Bishop's list for an in depth conversation. An agreed summary of that conversation is sent to the Bishop himself, together with any agreed suggestions for further training. Full details of this scheme are normally given by the Archdeacon after about three months in post. Clergy are also encouraged to identify a spiritual director or soul friend, and a pastoral adviser is available for consultation in absolute confidence on personal matters. The person appointed must participate in Continuing Ministerial Development.

Diocesan officers are available to give assistance and support, advising on Mission and Evangelism, Ministry (continuing clergy ministerial education, lay adult development, youth and children's ministries), Communications, Community Regeneration, engagement with schools, ecumenism, interfaith relations, ministry in the workplace, liturgy, buildings, finance, safeguarding and law. An induction day for new clergy is held each year to introduce them to key officers, and also a residential gathering for those incumbent for the first time. Periodic study mornings are planned, which clergy are expected to attend. Every three years there is a residential 4-day clergy conference.

It is expected that clergy will have one clear day off per week, and 36 days leave in a full year. Clergy are encouraged to attend a conference / study opportunity and to have time for a retreat annually. This is not reckoned as holiday.

Policy on Maternity Benefits

Maternity benefits in this Diocese are considerably more generous than the statutory minimum.

If the mother-to-be has worked in the Diocese of Birmingham for at least 26 weeks, ending with the 15th week before the expected week of childbirth, the mother-to-be

will be entitled to receive full stipend or salary (which includes Statutory Maternity Pay) for up to 26 weeks starting any time after the 11th week before the expected week of childbirth and no later than the day after childbirth. The mother-to-be is also entitled to Statutory Maternity Pay (SMP), or 90% of her average earnings whichever is the lower, for up to a further 13 weeks. She may also take up to an additional 13 weeks maternity leave without pay. In short, the new benefit is up to 26 weeks full pay including SMP, up to 13 further weeks SMP and up to 13 weeks unpaid.

If the mother-to-be has not worked in the Diocese of Birmingham for at least 26 weeks, ending with the 15th week before the expected week of childbirth, she should be able to claim the Government Maternity Allowance.

Policy on Safeguarding

In line with the House of Bishops guidance, this Diocese observes policies for the protection of children and of vulnerable adults. Before a formal offer of appointment is made, the preferred candidate will be asked to sign a Self-Declaration Form in line with the House of Bishops' Policy. This form asks the person concerned to declare whether or not they have ever been convicted of a criminal offence with regard to children or accepted in this regard an official caution from the police. In addition the preferred candidate will be checked through the Disclosure and Barring Service, and so will be required to complete a form and produce evidence of identity. This check must be repeated every five years, or on moving to another post.

The Church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, the Church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with the Bishop's Chaplain, who will refer on to the Bishop's Safeguarding Advisers.

How to apply

Applicants should complete two forms:

- The common Church of England application form
- The Birmingham Supplementary Questions form

There is no need to post hard copies. Candidates who are shortlisted will be asked at interview personally to sign their submitted form.

We shall look forward to receiving your application.