

Role Description

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| OFFICE TITLE: | Moderator of Mersey Synod of the United Reformed Church |
| RESPONSIBLE TO: | General Assembly through the General Secretary |
| STIPEND: | Stipend authorised by the Plan for Partnership will apply. |
| ROLE OVERVIEW: | <p>To provide spiritual and pastoral oversight, care and leadership within the Synod, giving confidence for the Church's mission locally, regionally, nationally, and globally.</p> <p>To provide clear personal leadership to enable and encourage discernment of God's will within the councils of the Church.</p> |

This post is for an initial seven-year term with a possibility of renewal for further five-year terms. The main responsibilities will be subject to review during the term, and at the point of any renewal, as new insights are gained and circumstances evolve.

Furthermore, the successful applicant requires to be open not only to Synod Deployment discussions taking place but also to the possibility that the Moderator role itself may change and evolve (after mutual consultation/agreement) during the initial term of their appointment.

Responsibilities and Duties

Synod

1. Play a key role in developing and realising a vision and a strategy for the Synod by offering theological insight, having a clear awareness of priorities, and facilitating open discussion within the Synod to produce realistic and agreed objectives.
2. Be committed to developing and sustaining ecumenical partnerships; will endeavour across the Synod to increase the kingdom of God with a wider church focus on regional and national initiatives.
3. Encourage the Church's engagement with public issues, particularly with a focus on ecumenical partners and JPIC (Justice, Peace and the Integrity of Creation).
4. Nurture a sense of community and coherence across the Synod by clear communication and leadership to ministers, churches, officers, committees, Synod staff and the Synod Trust.

5. Work collaboratively with Synod officers/committees to facilitate clarity about priorities and to encourage creativity and new ideas about being church; particularly with “life after lockdown”.
6. Chair Synod Meetings alongside a team; and ensure other groups/meetings within the Synod are appropriately convened and chaired; finding ways to enliven them and be productive.

Churches

7. Work collaboratively to encourage local churches and partnerships to engage in strategies leading to health, growth, learning and renewal; particularly as churches look to rebuilding using new ways of “being church” working post-pandemic.
8. Ensure the development and implementation of an appropriate strategy for the deployment of stipendiary ministers, CRCW’s, Lay Leaders, non-stipendiary ministry within the Synod’s agreed allocation.
9. Visit and provide strategic encouragement to pastorates in vacancy, to suggest names of ministers and CRCW’s to vacant pastorates in conjunction with interim moderators of local churches and to preside (except where a deputy is appointed) at all ordinations/commissioning and/or inductions of ministers within the Synod.
10. Work with others to ensure that individual gifts in the churches and committees will be recognised and fostered for the benefit of the whole Synod.
11. Visit and lead worship at churches within the Synod.
12. Enable local churches to manage the challenging process of change to prophetically live out the Kingdom of God in their communities.

People

13. Ensure active encouragement and support for the spiritual growth, renewal and Christian service of church members of all ages.
14. Adopt and encourage a welcoming approach for everyone regardless of age, gender, sexuality, physical and mental ability, social status and ethnicity, marginalised groups within the churches and Synod life.
15. Meet with ministerial candidates and provide them with procedural guidance, walking alongside candidates as they discern their calling; signposting appropriately as needed for the individual.
16. Provide supportive oversight and pastoral care to serving ministers, CRCW’s and their families both personally and through the establishment of supportive networks.
17. Encourage ministers and CRCW’s in spiritual growth and development at all stages in their ministry, in partnership with those responsible for their self-appraisal and ongoing development.
18. Act as an adviser in the URC’s provision of support services to ministers and CRCW’s (eg long-term sickness arrangements, welfare, retirement processes).

19. Fulfil the responsibilities ascribed to the Synod Moderator under the Ministerial Disciplinary process and the Incapacity procedure.
20. Fulfil the safeguarding responsibilities ascribed to the Synod Moderator, which will include historic case review responsibilities and active safeguarding concerns and cases as they arise.
21. Develop leadership in local churches, which honours and nurtures local leadership and leaders, enabling us as a Synod to develop our Vision.

Wider Engagement

22. Participate as a member of Mission Council and the General Assembly.
23. Represent the Synod to the wider church and the wider church to the Synod including Northerly Synods.
24. Take a full part in the Moderators' Meeting.
25. Be proactive in encouraging fruitful ecumenical activities at a national level, to ensure the United Reformed Church is represented in church leaders' meetings and, where relevant, represent the Synod at ecumenical events.

Person Specification

Moderator of Mersey Synod

| REQUIREMENTS | ESSENTIAL | DESIRABLE | MEASUREMENT |
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| Education and qualifications | <ol style="list-style-type: none"> 1. Educated to at least diploma level or equivalent in theology 2. Ordained minister of Word and Sacraments of the United Reformed Church | <ul style="list-style-type: none"> • evidence of keeping abreast with current theological literature | Applicant's details/interview |
| Experience | <ol style="list-style-type: none"> 3. Experience of working as a minister in a local pastorate 4. Experience of leadership and working in close collaboration with other colleagues 5. Experience of working with church or voluntary organisations on strategic plans 6. Experience of supporting local churches through change and transformation using new ways of different approaches and styles of worship | <ul style="list-style-type: none"> • recent experience of working as a minister in a local pastorate • experience of different church contexts • experience of working ecumenically • experience of change management at synod level • interest in and experience of interfaith work | Applicant's details/interview |
| Knowledge | <ol style="list-style-type: none"> 7. Deep understanding of the role of the Church in its mission to the world 8. Deep understanding of the distinctive traditions, ethos and witness of the United Reformed Church 9. Awareness of the individuality of local churches and their needs 10. Have a lively awareness of new ways of being church in our changing culture 11. A vision for a changing and growing church | <ul style="list-style-type: none"> • understanding of the ethos and polity of other denominations and major faith groups | Applicant's details/interview |

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| Skills and Abilities | <p>12.Ability to exercise appropriate personal leadership within a conciliar ecclesiology</p> <p>13.Ability to discern and deliver the kind of approach which will best promote open and constructive relationships at all levels</p> <p>14.Delegation and team building</p> <p>15.Facilitation</p> <p>16.Conflict resolution</p> <p>17.Project and change management</p> <p>18.Time management</p> <p>19.Ability to assess priorities and plan workload accordingly</p> <p>20.IT skills, social media, live streaming, e-mail and document handling</p> | <ul style="list-style-type: none"> • ability to make time for personal study and relaxation • ability to develop personal gifts. • ability to interact comfortably in a wide variety of contexts • being creative with worship style and delivery | Applicant's details/interview |
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