



Role description

OFFICE TITLE:	Moderator of North Western 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 and globally.</p> <p>To provide clear personal and collaborative leadership to enable and encourage discernment of God’s will within the councils of the Church.</p>

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

Responsibilities and Duties

Synod

1. To work collaboratively to implement the synod’s missional discipleship strategy and help develop and embed new patterns of ministry and leadership [lay and ordained] in every area of synod life; offering theological insight, spiritual reflection and evaluation, and pastorally grounded sensitivity to the needs of each situation.
2. To encourage the development of ecumenical and inter-faith commitment and endeavour across the synod.
3. To lead the synod in its engagement with public issues, particularly concerns about social justice.
4. To nurture a sense of community and coherence across the synod by modelling and encouraging good team working, clear communication and open discussion.
5. To work collaboratively with synod officers and committees to facilitate clarity about priorities and to encourage creativity and new ideas about being church.
6. To chair Synod Meetings.

Churches

7. To work collaboratively to encourage local churches and missional partnerships to engage in strategies leading to health, growth, learning and renewal.
8. To help implement the synod's missional discipleship strategy [including the deployment of ministers] and encourage the development of new patterns of ministry [lay and ordained] in missional partnerships and local churches.
9. To work with others to provide encouragement and support to missional partnerships with a vacancy, to suggest names of ministers and CRCWs in conjunction with interim moderators. To preside (except where a deputy is appointed) at all ordinations/commissioning and/or inductions of ministers within the synod.
10. To 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. To visit and lead worship at churches within the synod.

People

12. To ensure active encouragement and support for the spiritual growth, renewal and Christian service of church members of all ages.
13. To meet with ministerial candidates and provide them with procedural guidance.
14. To provide supportive oversight and pastoral care to serving ministers, CRCWs and their families both personally and through the establishment of collegial teams.
15. To act as an adviser in the URC's provision of support services to ministers and CRCWs (e.g. long term sickness arrangements, welfare, retirement processes).
16. To encourage ministers and CRCWs in spiritual growth and development at all stages in their ministry, in partnership with those responsible for their self-appraisal and ongoing development.
17. To fulfil the responsibilities ascribed to the Synod Moderator under the Ministerial Disciplinary process and the Incapacity procedure.
18. To help develop and embed new patterns of ministry and leadership [lay and ordained].

Wider Engagement

19. To encourage further collaboration between the Northerly Synods.
20. To participate as a member of Mission Council and the General Assembly.
21. To represent the synod to the wider church and the wider church to the synod.
22. To take a full part in the Moderators' Meeting.
23. To be proactive in encouraging fruitful ecumenical activities across the synod, 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 North Western Synod

REQUIREMENTS	ESSENTIAL	DESIRABLE	MEASUREMENT
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 which models good team working with colleagues 5. Experience of working ecumenically 6. Experience of advocating for social justice 7. Experience of working with church or voluntary organisations on strategic plans 8. Experience of different church contexts 	<ul style="list-style-type: none"> • Recent experience of working as a minister in a local pastorate • Experience of change management at synod level 	Applicant's details/interview
Knowledge	<ol style="list-style-type: none"> 9. Deep understanding of the role of the Church in its mission to the world 10. Deep understanding of the distinctive traditions, ethos and witness of the United Reformed Church 11. Awareness of the individuality of local churches and their needs 	<ul style="list-style-type: none"> • Understanding of the ethos and polity of other denominations and major faith groups 	Applicant's details/interview

<p>Skills and Abilities</p>	<p>12. Ability to work collaboratively and to discern and exercise appropriate personal leadership within a conciliar ecclesiology</p> <p>13. Ability to develop relationships with colleagues, ministers, churches and communities which demonstrate pastorally grounded sensitivity to their needs and best promote open and constructive relationships</p> <p>14. Ability to evaluate and reflect spiritually about the life of the church in varying situations</p> <p>15. High level skills in listening and communicating</p> <p>16. Delegation and team building skills</p> <p>17. Skills in time management</p> <p>18. Ability to assess priorities and plan workload accordingly</p> <p>19. IT skills in 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 • Energy and aptitude to work while travelling long distances to appointments • Conflict transformation skills • Skills in project and change management • Facilitation skills 	<p>Applicant's details/interview</p>
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