



Role description

OFFICE TITLE:	Moderator of The National Synod of Wales of the United Reformed Church
RESPONSIBLE TO:	General Assembly through the General Secretary
STIPEND:	Stipend authorised by the Plan for Partnership will apply
<p>ROLE OVERVIEW: 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.

Responsibilities and Duties

Synod

1. Play a key role in developing and realising the synod’s vision and strategy through the implementation of the synod mission criteria by offering theological insight, having a clear awareness of priorities, and facilitating open discussion within the synod to produce realistic and agreed objectives.
2. Encourage ecumenical commitment and endeavour across the synod.
3. Encourage the Church’s engagement with public issues.
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 company.
5. Work collaboratively with synod officers/committees to facilitate clarity about priorities and to encourage creativity and new ideas about being church.
6. Chair synod Meetings.
7. Support and facilitate the synod’s Appreciative Inquiry approach to organisational learning and development.

Churches

1. Work collaboratively to encourage local churches and partnerships to engage in strategies leading to health, growth, learning and renewal.
2. Ensure the development and implementation of an appropriate strategy for the deployment of stipendiary ministers/CRCWs within the synod's agreed allocation.
3. Visit and provide strategic encouragement to pastorates in vacancy, to suggest names of ministers and CRCWs 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.
4. 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.
5. Visit and lead worship at churches within the synod.
6. Work with other members of the Synod Support Team to support Regional Pastoral Committees in caring for and developing local churches.

People

1. Ensure active encouragement and support for the spiritual growth, renewal and Christian service of church members of all ages.
2. Meet with ministerial candidates and provide them with procedural guidance.
3. Provide supportive oversight and pastoral care to serving ministers, CRCWs and their families both personally and through the establishment of collegial teams.
4. 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).
5. 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.
6. Fulfil the responsibilities ascribed to the Synod Moderator under the Ministerial Disciplinary process and the Incapacity procedure.
7. Work with other members of the Synod Support Team to support Regional Pastoral Committees in caring for ministers and developing lay leadership.

Wider Engagement

1. Participate as a member of General Assembly and Assembly Executive.
2. Represent the synod to the wider church and the wider church to the synod.
3. Take a full part in the Moderators' Meeting.
4. 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 The National Synod of Wales

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 and working in close collaboration with other colleagues 5. Experience of working with church or voluntary organisations on strategic plans 	<ul style="list-style-type: none"> • recent experience of working as a minister in a local pastorate • different church contexts • working ecumenically • change management at synod level 	Applicant's details/interview
Knowledge	<ol style="list-style-type: none"> 6. Deep understanding of the role of the Church in its mission to the world 7. Deep understanding of the distinctive traditions, ethos and witness of the United Reformed Church 8. 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
Skills and Abilities	<ol style="list-style-type: none"> 9. Ability to exercise appropriate personal leadership within a conciliar ecclesiology 10. Ability to discern and deliver the kind of approach which will best promote open and constructive relationships at all levels 11. Delegation and team building skills 12. Facilitation skills 13. Conflict resolution skills 		Applicant's details/interview

	<ol style="list-style-type: none">14. Skills in project and change management15. Skills in time management16. Ability to assess priorities and plan workload accordingly17. IT skills in e-mail and document handling		
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