



The Diocese of  
**Canterbury**

 THE CHURCH  
OF ENGLAND

## **BACKGROUND INFORMATION FOR CLERGY APPLYING FOR PARISH POSTS**

**Thank you for your enquiry.** The Parish Profile should be useful in discerning whether this is the right challenge for you at this point in your ministry. It may also be helpful to outline our expectations for all clergy taking up their first post in the diocese, and to describe the on-going support and ministry development that we offer throughout your ministry.

**Canterbury is** the 'mother' diocese in the Church of England and the worldwide Anglican Church. Founded by St Augustine in AD 597 as a mission to Anglo-Saxon Kent, Canterbury has remained a significant centre of learning and Christian community. We both value our ancient roots, and actively explore ways to grow in new and innovative directions.

**Our guiding values** are expressed in *Growing Forward Together* [www.canterbury.anglican.org/growingforwardtogether](http://www.canterbury.anglican.org/growingforwardtogether) - our aims for the next decade are outlined in the document *Towards 2020* [www.canterbury.anglican.org/towards2020](http://www.canterbury.anglican.org/towards2020). These are working documents that inform and guide us at many levels.

### **CANTERBURY AND MISSION**

Canterbury is a Diocese in transition, a place of new directions in mission and ministry that draws on the rich and diverse *internal* resources of its people and its cathedral, and on *external* collaboration with other institutions - particularly Canterbury Christ Church University, and our links diocesan with Madagascar.

We recognise the need for a transition from a mainly institutional focus to a missional movement that engages with God's world many levels. The Diocese has a 'mixed economy' with new patterns of mission through *both* fresh expressions and inherited church. We have appointed missionaries for both of these areas. Financial support for parish initiatives is channelled through our mission initiatives fund. Training for evangelism is provided for lay ministers each year. The Diocese offers diverse training opportunities for Pioneer Ministers. The wider social context for our mission in East Kent is expressed through the work of *Church in Society*, a joint venture between Canterbury and Rochester Dioceses.

## **THE MINISTRY OF ALL THE BAPTISED**

We greatly value the many vital ministries of **all** the baptised, among these Readers and Authorised Lay Ministers for evangelism, pastoral care, leading worship, healing and wholeness, youth work and children's ministry. Encouraging, discerning and nurturing these ministries is a vital part of the ministry of every minister with oversight in the Diocese.

Our **internal structures** are changing, notably in our sixteen Deaneries. These comprise clusters (some led by lay 'focal ministers') for mission, ministry and finance. Area Deans fulfil a vital and growing leadership role in the diocese. We encourage local Ministry Leadership Teams, whether formal or informal, to provide ministry and direction in parishes and clusters.

## **PROFESSIONAL DEVELOPMENT**

**The leadership role of 'ministers with oversight'** is becoming more complex as the nature of parochial ministry changes. These developments call for new skills and competencies from clergy. We both look for - and train for - leadership for mission, handling conflict, creating and sustaining effective teams, and coping with change.

**Personal and Professional Attributes** such as self-awareness, interpersonal skills, organisational skills and strategic thinking, are foundations for an effective ministry. In parochial clergy we look for a combination of attitude, experience, knowledge, skills and maturity, both for specific roles and also for exercising leadership in the wider diocese. We can train and retrain for most things, but attitude is something a person comes with, so the right attitude at the outset is crucial.

It is occupational requirement that **parochial clergy work effectively in collaboration** with their Area Dean and deanery colleagues; have clear evidence of a commitment to lifelong learning; undertake an Annual Review, and are fully committed to personal and professional development.

**Ministry Development** is a key element in the future growth of Canterbury Diocese. We provide all our clergy with resources for lifelong learning through professional development, based on identified learning needs and clear outcomes. This takes place through a careful process of annual **Ministry Review** that identifies personal development and training needs. Resources and funding are based on the outcome of the annual Review and can include, for example, training in coaching and mentoring, developing supervision skills, or participation in a residential *Canterbury Leadership Programme* held in Bruges. Our commitment to creating and sustaining learning communities includes plans to provide **further study to MA level**, particularly in areas related to mission and ministry.

We trust that, having read this, you will be able to discern whether your needs and expectations meet with ours, and that the opportunities Canterbury diocese offers will be both fulfilling and stretching as you discern God's call on your life and ministry.