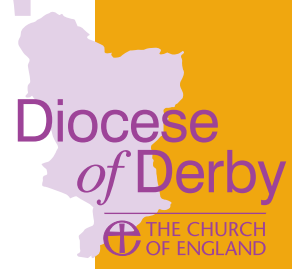




RENEWING  
Ministry

# Guidelines for Leadership in MMA's



The following notes are provided in response to those who have asked for more details about the role of the Area Vicar. Following a process of consultation in the deaneries, the term 'Area Vicar' is now used in preference to term 'Rector'. Comments on this paper are welcome and should be sent to the Renewing Ministry Project Officer.

## 1. THE REPORT

The relevant sections of the Report (Section 4c, pages 14&15) relate to this role, and have been used as a foundation for the notes that follow:

- ii) Our proposal is that there will be one stipendiary minister, with oversight for each 'Mission and Ministry Area'. Such a person could best be given the title 'Rector'. This title has its place already within Anglican terminology; its wider use, developed already in Team Ministries, would be indicative of a collaborative approach as the normal pattern.
- iii) A particular responsibility of this stipendiary minister is to lead in teaching, and to ensure effective teaching within the ministerial team. A Church which loses its mind loses its way.
- iv) Within the 'Mission and Ministry Area', the Rector might have stipendiary colleagues, maybe a Team Vicar or a curate in training, and he / she would certainly have NSMs, Readers and possibly pastoral assistants. Others might do particular work with children and young people, share in community projects, visit schools and places of work. The Rector would lead this varied team of paid and unpaid colleagues, and would establish an effective pattern of collaborating with nearby Rectors.
- vi) The Rector would have particular responsibilities ensuring that the following happen:
  - A sense of direction is articulated.
  - Communication is clear.
  - Congregations are resourced theologically.
  - Appropriate training is available.
  - Administration is handled effectively.
  - Networks are developed in Church and community.
  - Links are made with Rectors in other Mission and Ministry Areas.
  - Relationships with Rural Dean, Archdeacon and Bishop are secure.

The Rector would join with 'support colleagues' for example in:

- Leading public worship.
- Pastoring.
- Taking Baptisms Weddings and Funerals.
- Preaching.
- Preparing candidates for Baptism and Confirmation.
- Caring for the sick.
- Developing any specialist ministry.
- Building up relationships with colleagues.

## 2. AREA VICAR RESPONSIBILITIES AND ROLES

The MMA gives opportunity to develop a model of leadership that is suited to the culture and needs of ministry in the 21st Century. We offer a servant leadership model, exemplified not only in the Area Vicar role, but indeed throughout the leadership team of the MMA. We offer a range of styles of expression of Christian life to cater for all. The larger the MMA, the more opportunity there is to do this. The Area Vicar has to be someone who is comfortable with a variety of styles of worship and witness, and not one who wishes to impose his/her preferred way on all the churches of the MMA.

Some MMA's will have only one stipendiary priest, but where there is more than one stipendiary priest in a MMA, the manner of leadership needs to convey a sense of partnership among those clergy. The Area Vicar will be the coordinator of a team of colleagues, clergy and lay, and will therefore need to be someone with listening skills, a good understanding of personality differences, ability to manage conflict, and a genuine desire and ability to make teamwork happen.

The following notes provide guidance for the various roles and responsibilities of an Area Vicar. It is assumed that the Area Vicar will involve the MMA Council and individual PCC's in the consultative process that many of the roles require.

**a) The Responsibility of the Area Vicar**

The Area Vicar is responsible:

1. to the Bishop and Archdeacon for ensuring that the churches within the MMA are working well together for ministry and mission.
2. for ensuring parish share is fairly apportioned, and is collected.
3. to his/her colleagues for ensuring that they are receiving the support they need for carrying out their ministries, and fostering good relationships among the ministers in the MMA.
4. for ensuring that there is a clear sense of direction for ministry and mission in the MMA.
5. for ensuring a good level of communication in the MMA.
6. for ensuring that MMA administration is handled efficiently.
7. for sharing in the ministerial tasks of the MMA with his/her colleagues.

**b) The Role of the Area Vicar**

The Area Vicar's main tasks:

1. Initiate an agreed structure that will ensure a good level of collaboration in the MMA. This is likely to vary from MMA to MMA, but will certainly include arranging regular meetings of the ministry staff of the area.
2. Ensure that those responsible for teaching and preaching are adequately equipped and resourced for their work, and lead by example.
3. In consultation with colleagues, enable a process for defining ministry plans for the MMA.
4. In consultation with colleagues, develop mission plans for the MMA, including engaging in the community and initiating fresh expressions of church.

**The outworking of these tasks will include:**

- a) Relating to ecumenical colleagues, and to have a working knowledge of any ecumenical structures in the MMA, and to promote patterns of working together ecumenically wherever possible.
- b) Meeting with neighbouring MMA Area Vicars for good communication including the sharing of vision, ideas and good practice.
- c) In consultation with colleagues, ensuring each minister (clergy and lay) has clear expectations about their roles both in their church and in the MMA, and to ensure all ministers are taking adequate time off, and that funerals are covered when colleagues are absent.
- d) With colleagues, deciding about how many public acts of worship are desirable and manageable in the area, and how these can be staffed. This discussion will also include the staffing of occasional offices, preparing candidates for marriage, baptism and confirmation, caring for the sick and developing specialist ministries in the MMA.
- e) Ensuring that there is efficient administration in the MMA. The Area Vicar is likely to devolve some of the administrative tasks to a paid or volunteer worker.
- f) Being the chair of the MMA Council with a lay co-chair, and in consultation with colleagues plan whatever meetings and patterns of chairing are necessary for the workings of the MMA.
- g) In collaboration with the Rural Dean, ensuring parishes in vacancy in the MMA are cared for.
- h) Being involved in new clergy appointments in the MMA by ensuring the wider vision of the MMA is taken into account.
- i) During the period of transition, overseeing adjustments that need to be made when the staffing level is reduced (ie when a stipendiary priest retires or moves, and it has been agreed that s/he will not be replaced).
- j) Ensuring vocations are promoted, especially for the purpose of identifying those who can serve in the MMA ministerial team, such as NSM's, Readers etc.
- k) Ensuring arrangements are in place for the training of a curate in a MMA.