

Associate Minister/Vicar (Focal Minister for West Andover & Knights Enham and Lead Family-Focused Congregational Plant Lead)

Overview

There are *two* main elements to this role.

The first, **Focal Minister**, connects the role to a worshipping congregation — West Andover and Knights Enham.

The second element of the role is to **take the lead for the planting of a family-focused congregation** at West Andover.

Holding both local and parish-wide responsibilities offers a stimulating mix of pastoral leadership and missional development: nurturing existing congregations day to day while guiding a significant next step in our church growth. This includes shaping a planting team from St Mary's, embedding a strong culture of welcome, care, and safeguarding, and ensuring that all ministry is carried out safely and in line with Church of England safeguarding.

Lead Minister: St Michael and All Angels, West Andover and St Michael and All Angels, Knights Enham

You will be responsible for the congregations at St Michael's, West Andover, and St Michael's, Knights Enham.

At **West Andover**, around 40 people currently gather for Eucharistic worship at 10:30am on Sundays (with the exception of one Café Church). Your primary focus will be to provide pastoral leadership to this community and, with them, to discern how they can respond missionally to their local area in alignment with the parish's wider vision — and then to lead delivery of that plan in a way that ensures all ministry is carried out safely and in accordance with Church of England safeguarding practice.

At **Knights Enham**, you will serve as the **lead minister** for a small, faithful congregation of around 10 people who meet weekly at 8:30am for **Book of Common Prayer Morning Prayer or Holy Communion**, alternating each week. You will normally preside or lead there **at least fortnightly**, sharing in the rhythms of traditional worship and pastoral care that sustain this long-established community of prayer and witness.

Day-to-day, your ministry will centre on the life of these two congregations through preaching, teaching, service leadership, pastoral care, administration, and discipleship. You'll be supported by a committed and capable group of lay leaders who are deeply invested in the church's life and growth.

We are eager for the mission and ministry of Andover Parish to develop in a coordinated and strategic way. **This role therefore requires someone who will carry both a strong sense**

of local responsibility and a deep ownership of the wider parish vision, under the leadership of the Rector.

The church already plays a valued role in its community:

- Hosting the **Life Bus**, attracting 40–60 young people weekly.
- Weekly **prayer meeting** on Tuesday mornings
- A weekly mums and toddlers called **Mustard Seed**
- Running a **Welcome Group** for seniors and **community lunches**
- Enjoying strong links with local **schools** and **uniformed groups**

There is much here to celebrate and build upon. A modest budget is also set aside for improvements to the West Andover site, which the Lead Minister will shape and lead.

Our hope for *Focal Ministry* is that each clergy colleague feels deeply connected to a worshipping community, and that every congregation knows who their priest or pastor is. Sermon series and teaching plans are shaped collaboratively across the parish, while allowing space for local contextual expression. Within that shared framework, you will have freedom to develop worship and mission in ways that best serve the West Andover context.

Lead Minister: Planting a Family-Focused Congregation at West Andover

Alongside your local leadership, you will be responsible for planting an additional family-focused congregation at West Andover. As we seek to reach the next generation and strengthen our ministry to children, parents, and carers, this role will lead the discernment, planning, and launch of a new worshipping community for families who may have little or no existing connection to church.

This congregation will be planted with a team drawn primarily from St Mary's, intentionally combining the strengths of a larger resourcing church with the missional opportunity at West Andover. You will work closely with the Rector, and the wider team to identify, gather, equip, and pastor a planting team who will help form the core of this new congregation and model a culture of welcome, discipleship, and service.

This will involve:

- Shaping, with the Rector and planting team, the style and rhythm of a family-focused congregation that is accessible and engaging.
- Gathering, equipping, and supporting a planting team from St Mary's to form the core community.
- Developing a clear plan for the plant, including vision, timelines, team growth, prayer, community engagement, and safeguarding.
- Building relationships with local residents, schools, toddler groups, youth organisations, and community partners.
- Embedding strong patterns of safeguarding, pastoral care, and welcome from the outset.

- Working sensitively with the existing West Andover congregation so both communities flourish within a shared parish vision.

This role will suit someone who is energised by pioneering, passionate about ministry among families, capable of nurturing others into confident leaders, and able to guide change with wisdom, courage, collaboration, and hope. This congregation plant is a key strategic initiative for the parish and will play a central part in our long-term vision for mission and growth in Andover.

Purpose and Person

The Associate Vicar will serve as **Focal Minister for West Andover and Knights Enham**, and as **Lead Minister for the planting of a family-focused congregation at West Andover**, helping God's people grow in worship, discipleship, and mission.

We are looking for a pastor/priest who combines pastoral warmth with missional imagination — someone who can nurture existing congregations in Word, Spirit, and Sacrament, while guiding the parish in this significant step of planting a new worshipping community. The person appointed will model a collaborative, empowering approach to ministry and embed safeguarding excellence in all aspects of parish life.

You will:

- Lead and grow the worshipping community at West Andover.
- Provide pastoral and sacramental oversight for the congregation at Knights Enham.
- Gather, equip, and lead a planting team drawn primarily from St Mary's as you develop and launch the new family-focused congregation.
- Shape healthy patterns of worship, discipleship, and community life for both established and new congregations.
- Model humility, integrity, and collaboration in all you do, sustaining a culture of welcome, accountability, and prayer.
- Hold a deep love for the Eucharist and a passion for seeing lives transformed by Christ.

We're seeking someone who:

- Is ordained in the Church of England and confident across diverse worship traditions.
- Brings pastoral sensitivity, emotional intelligence, and good humour.
- Has a heart for mission, pioneering, and church growth — both spiritual and numerical.
- Understands how to build and sustain teams through transition and change.
- Embodies safeguarding, self-care, and accountability as integral to ministry and leadership.
- Will fully participate in and contribute to the life of the deanery (including synod and chapter) and diocese.

- Will have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy, and all relevant legislation.

Together, we long to see Andover's churches flourish — alive with prayer, worship, and the transforming presence of Jesus Christ.