



Role Description *for* Associate Minister:

*Focal Minister for West Andover & Knights Enham
and Lead Minister for Ministry & Leadership Development*

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, ***Lead Minister for Ministry and Leadership Development***, connects the role to a parish-wide area of responsibility – Ministry and Leadership Development.

Holding both local and parish-wide responsibilities offers a stimulating mix of pastoral leadership and strategic development: leading a congregation day to day while helping shape and grow the parish's wider ministry capacity within a culture of care, safety and accountability where safeguarding is everyone's responsibility.



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 new 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.





Oversight Minister: *Ministry & Leadership Development*

Alongside your local leadership, you will hold parish-wide oversight for **Training and Leadership Development**. As our parish grows and prepares to plant at least two new congregations in the coming years, we need to grow well-trained ministry teams and multiply lay leaders across every ministry area.

You will lead the design and implementation of a parish-wide ministry training and a leadership development pathway, enabling people to grow in confidence and competence for ministry in areas such as pastoral care, preaching, worship leading, children's and youth work, and small group leadership.

This will involve:

- Embedding safeguarding awareness and good practice as a foundational element of all leadership training and ministry development.
- Nurture ministries that support the churches e.g. pastoral care, occasional preachers, evangelism etc.
- Identifying, and developing potential leaders within each congregation.
- Developing both informal and structured training opportunities.
- Embedding a culture of discipleship, empowerment, and shared leadership.
- Working closely with the Rector and wider team to ensure this development aligns with the parish's mission and values.

Purpose and Person

The **Associate Vicar** will serve as **Focal Minister for West Andover & Knights Enham** and **Lead Minister for Ministry & Leadership Development**, helping God's people grow in worship, discipleship, and mission.

We're looking for a **pastor/priest** who combines pastoral warmth with strategic vision — someone who can nurture a congregation in Word, Spirit, and Sacrament, while shaping a parish-wide culture of discipleship, empowerment, and safeguarding excellence.

You will:

- Lead and grow the worshipping community at West Andover.
- Identify, equip, and release lay and ordained leaders.
- Develop clear pathways for ministry training and leadership development.
- Model humility, integrity, and collaboration in all you do.
- Hold a deep love for the Eucharist and a passion for seeing lives changed 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 and church growth — both spiritual and numerical.
- Understands the dynamics of team leadership and organisational change.
- Embodies safeguarding, self-care, and accountability as integral to ministry.
- 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 other relevant legislation.

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

