

Andrew Anderson-Gear
Director of Mission & Ministry

May 2024

Thank you for your interest in the Parish Development Adviser (PDA) post for the Dorchester archdeaconry.

At the heart of the PDA role is a call to accompany, support and resource the mission of the local church as they discern together their vision and strategy. Whether that is the facilitation of awaydays, creating mission plans, supporting new incumbents or developing benefice/parish profiles during a vacancy, the role offers the privilege of seeing the local church move forward in its sense of God's call.

The PDA role is well established and highly valued by the Area Teams, Area Deans and parishes across the Diocese. As a member of the Department of Mission & Ministry, your primary focus will be as a part of [Dorchester Area Team](#). This archdeaconry focus means the PDA is an important conduit between the life of the archdeaconry and the whole Diocese. To serve the local churches across the Dorchester Area, it is essential that you are able to develop strong relationships of trust with both clergy and lay leaders. Given the predominantly rural nature of the archdeaconry, you will need to both appreciate and be able to work with the nuances, challenges and joys of rural mission and ministry.

Our [Diocesan common vision](#) is to be '*a more Christ-like church for the sake of God's world; contemplative, compassionate and courageous*'. Within this broad vision, there are currently two areas of priority which are being led strategically by our Area Teams and directly impact the PDA role.

Firstly, we are seeking to grow [new congregations](#) wherever we can, flourishing alongside and within traditional expressions of church. As PDA and a member of the New Congregations team, your role will be to encourage and facilitate local churches in exploring how they engage with their wider community, reach those not currently in our churches and support the emergence and development of new congregations of every type, tradition, shape and size across the Area. We know this is already happening in many places quite organically and we want to nurture and see these new communities flourish and grow.

Secondly, our Diocesan Synod in March unanimously supported [Bishop Steven's call](#) for each parish, benefice and deanery to focus on and develop local plans for growing ministry with children, young people and families. This is being led by our Discipleship Enabler team and your partnership with Yvonne Morris in the Dorchester team will be vital as Deaneries develop and deliver their plans.

The department of Mission & Ministry is a large and vibrant team. In the Information Pack is a '*Who's Who*' which will give you a feel of the breadth of the work. Together, we are here to serve and support the mission of the church at every level of the Diocese. Born out of a vision

for holistic mission, our core values include cross-disciplinary working where possible, recognising that we are each responsible for the 'success' of others' areas of work. This is vital so that local churches can benefit from all the gifts and skills available and we grow together as a learning community. Within the department, the key contribution of the Dorchester PDA will be to hold and develop the rural brief which will help us to consider how our work in all its forms can take root in the many rural benefices there are in this diocese.

As you read the papers for this post, let me stress that the PDA role is very much one which enables the post holder to learn and grow with the role. In conversation with the current PDAs and as someone who was a PDA for 12 years myself, the attraction of the role (and its privilege) is how you develop as you work with and alongside the deaneries and parishes you are serving.

Therefore, please don't think you have to arrive as a fully formed organisational consultant with all the necessary gifts and skills in place. Further development and training will be provided and part of the induction process will be to explore which skill areas would benefit from further development.

In short, we are looking for someone who:

- 1) Has an understanding of and passion for mission and what that means for the church today with all its breadth and diversity;
- 2) Is energised by enabling individuals and groups to grow and develop;
- 3) Has some experience of asking good questions, acting as a facilitator, consultant or trainer and wants to develop these skills further;
- 4) Has an appreciation of how you enable and support people in the task and process of change;
- 5) is committed to the ministry of all the baptised.

If you are excited by this role, have any questions or would value an informal conversation prior to making an application, then please do give me a call.

Andrew Anderson-Gear
Director of Mission & Ministry
Tel: 01865 208251 or 07876 553882