



## Role Description

### Ministry Area Leader

#### Appointment

The Ministry Area Leader (MAL) will be appointed by the Bishop from among the incumbent clergy of the Ministry Area (MA) or be a new cleric to the MA appointed as MAL.

#### Working Relationships

The MAL will have key working relationships with:

- the Diocese.

The MAL will represent the MA and enable effective two-way communication between the MA and the Bishop's Staff in relation to matters of Diocesan Vision and local MA mission strategy.

- MA beneficed or licenced clerics, licenced lay ministers, and other lay ministers as appropriate for each MA. For example, a Children/Youth Worker.
- the Chair of the Ministry Area Council (MAC).

The MAL will view the MAC as essential to the life of the MA, and in co-operation with its members, seek to make it a dynamic and effective structure of strategy, accountability and action.

#### Responsibilities

The MAL will lead and support the MA in a fully collaborative way by drawing on the skills and abilities of MA colleagues. He or she will be a 'first among equals' and lead the ministry team in a manner that reflects mutual respect and where all members are encouraged to develop and flourish.

The MAL will:

- have a servant approach to leadership and be a focus of unity for the whole MA.
- lead by example in their commitment to MAL training and ministerial development.
- be an enabler and encourage the MA team in their ministry through a culture of lifelong learning and professional development.
- oversee the Ministerial Development Review of clerical colleagues.

- ensure effective administration in partnership with funded MA administrative support.
- arrange and chair MA team meetings.
- make an important contribution towards the appointment to new posts in the MA, including the appointment of Chair of the MAC.
- ensure that stipendiary clergy are aware of and comply with the rules in relation to clergy incapacity and provide pastoral support to the MA team as appropriate, accessing diocesan support where necessary.
- manage any problems which arise and if required, consult with the Archdeacon.
- meet with fellow MALs for informal discussion and mutual support.

The MAL will also oversee vacancies in the MA and will be required to:

- manage affairs of the church(es).
- consult and make arrangements for church services during the vacancy.
- work alongside and support church sub-wardens in what can be an anxious time.
- assist the Bishop's Staff as necessary in the process of making a new appointment.

## Remuneration

Many of these duties are aligned to the constitutional office of Area Dean as set out by the Constitution of the Church in Wales. The MAL will therefore receive the 10% increase of Incumbents Stipend (approx) as constitutionally designated for the office of Area Dean.