Associate Minister
Parish of Cliftonville, St Paul’s Margate

Isle of Thanet, showing Cliftonville in relation to Margate and Broadstairs
Thank you for taking an interest in the role of Associate Minister at Cliftonville, St Paul’s. You’ll see from the rest of the profile some of the specific things that the benefice is looking for – and a little of what the team here hopes the future may look like. Of course, part of your discernment process in coming to this role is gaining a sense of the bigger picture of us as a diocesan family, our vision and priorities for the future.

Who we are

Founded in 597 by St Augustine, Canterbury Diocese is the oldest diocese in England and has a special place in the life of the national and worldwide Church. With its iconic Cathedral it forms a focal point for the life of the whole Anglican Communion, offering a spiritual home and place of pilgrimage for people from every nation and walk of life.

Kent is renowned as the ‘Garden of England’ and this rural heart is core to our identity - yet the communities we serve are very diverse. Our Diocese stretches from Maidstone to Thanet, from the Isle of Sheppey to the Romney Marsh. We have 350 miles of coastline with historic ports and seaside resorts, alongside rural communities, market towns and commuter-belt urban developments. Affluent areas often sit alongside pockets of major deprivation, offering an exciting and challenging mission context.

Where we’re heading

At the heart of all we do is a vision of transformation for ourselves and our communities: no one can encounter God and remain unchanged. In our diocese, we want to increasingly become a Christian community transformed through encounter with Christ, overflowing to transform and bless the families, homes and communities we serve in Kent: Changed Lives → Changing Lives. In your role, in your place, we’ll be looking for you to play a crucial part in making this vision a reality.

Changed Lives → Changing Lives unites us in purpose, but will be expressed in different ways according to what makes sense for different parts of our diocesan family. It’s also a living strategy – as we listen to God and one another, the shape of our work together will undoubtedly change and grow. Could you help to develop this vision for the future? Find out more here or speak to Joanna Manser, The Venerable Jo Kelly-Moore’s Personal Assistant, telephone 01227 865 238.

Our commitment to you

We know that supporting healthy, flourishing ministers (lay and ordained) is crucial for a healthy, flourishing diocese. That’s why we offer the ‘Canterbury Diet’ to all our incumbent ministers – this is an intentional programme for ministerial development, health, growth and faith. A lay programme is in development too. Additionally, we offer a range of specialised training events, as well as opportunities for growth in prayer and spirituality.

In short, I hope that you will be as excited by our vision, priorities and opportunities as we are. Be assured of our prayers as you consider your next step in ministry.

The Right Reverend Rose Hudson-Wilkin, Bishop of Dover
Introduction

Cliftonville was originally developed as the up-market alternative to bustling Margate and had many small private hotels and guest houses with outstanding Victorian architecture which catered for the many visitors to what was in the first half of the 20th century a thriving holiday resort.

The seafront area once included many large hotels, including at one time a large Butlins complex. Some fantastic hotels remain, e.g. Smiths Court Hotel overlooking the sea, and The Walpole Bay Hotel.

Northdown Road and Cliff Terrace have had a resurgence, with many trendy businesses opening since (2010); these include Haeckels an up-market beauty brand gaining international success with its natural products made from seaweed here in Cliftonville. New restaurants and cafes have also been establishing themselves in the area e.g. Roost, an up market street food establishment, Cliffs café, The Grain Grocer with its wholefoods store, Urchin Wines brings beautifully selected wines to Cliftonville, Transmission Records bring unique vinyl collection, to name but a few.

The Oval Bandstand and lawns host a monthly award-winning farmers’ market (the last Sunday of every month) and during the summer there are a number of activities and events, including musical shows, held on weekends. Cliftonville also has a host of community groups that have been engaging with the community and those such as ABC - A better Cliftonville and GRASS Cliftonville are bringing about positive change within the community through positive community engagement.

The Oval Bandstand, Cliftonville

St Paul’s Parish

While there has been some urban regeneration in Cliftonville, St Paul’s Church is essentially at the heart of a community that is very socially deprived. With an ethnically diverse population of just over 7,500, it currently finds itself as the 12th poorest parish in England and Wales, with working age poverty, short life expectancy and poor social housing being some of the main contributors to this situation (see https://www.cuf.org.uk/parish/560182). In addition, drug and alcohol abuse is also very prevalent.

However, over the years St Paul’s has strived to reach out in practical and innovative ways with the love of Christ, as well as being a place of intentional welcome, prayer, shelter and support. And even though, the environment is sometimes challenging, this is without doubt, an exciting and lively parish that is helping both the Diocese and the wider church to re-examine how we share faith in the 21st century in relevant and real ways, especially in the poorest of communities where they feel they have been forgotten by society.

This successful work has been recognized by the Church Commissioners, particularly for developing
our Ignite model of Fresh Expression café Church. Most recently the Church Commissioners awarded Canterbury Diocese a grant of just under £1,000,000 in order to replicate and grow an additional eight Ignite communities within some of the Diocese’s poorest parishes. For further information on the Canterbury Diocese Ignite Project, visit https://www.canterburydiocese.org/ignite

The Staff Team

The present vicar, Patrick Ellisdon, has been vicar since 2004. Before ordination, Patrick was a Civil Servant and a lay leader and preacher at a small Nottingham suburb church. He trained at St John’s College and prior to St Paul’s served his curacy just up the road at St Philip’s Church, Cliftonville, Margate. At present Patrick is seconded to the Canterbury Diocese Ignite Project, as joint Project Leader with his wife Debbie. He is also a Director of Thanet Food Link, which is a charitable food bank serving those in need on the Isle of Thanet. Patrick and Debbie have three grown up children. His secondment is the reason for this post.

Kim Palmer is our voluntary Licensed Lay Reader and also our Safe Guarding Officer. Kim leads and preaches at both of our Sunday morning services.

Claire Clarke is our part-time Parish Administrator, working eight hours a week in the Parish Office.

Elaine Philips is our full time manager, who looks after our busy Community Centre, which has an annual foot-fall of 30,000.

We also have a dedicated and gifted group of lay leaders and preachers who also play an active part in our weekly services.

We look forward to welcoming a new member of our team as Associate Minister.

Vision

The PCC continues to seek to set the future direction of the church.

Our vision, very simply, is ‘to show people Jesus’ so that one day, they might also enter into a living relationship with Jesus by trusting him as their friend, Saviour and King.

Priorities

Our priority is firstly to make and grow Disciples, through Word, Prayer and Worship, and by the intentional building of meaningful and honest relationships with each other, so that we can help each other develop our relationship with Jesus.

Our other priorities are:

- To be an oasis in a troubled Community
- To be welcoming and hospitable
- To serve the spiritual needs of a diverse population
- To meet people where they are and engage with them in relevant ways
- Be the centre and hub of the community

Associate Minister’s Role

It is into this environment that the Incumbent and PCC seek an Associate Minister – ordained or lay – who will significantly share ministry, pastoral care and occasional offices. This is a 2 year post which will conclude 30 June 2023. There is a possibility of renewal if the Ignite Project funding is extended.

It is envisaged that the Associate Minister will take the ‘lion’s share’ in leading and preaching within Sunday and week day services, in the delivery of effective pastoral care, and in stimulating Christian discipleship, learning and nurture amongst St Paul’s congregation members and within the wider community. This will complement the Incumbent’s focus and current secondment to the on-going development of Ignite within both the parish and the diocese.

Consequently, this is a post of significant responsibility. It comes with real challenge and real opportunity to take initiative and make a major difference to the life and growth of a complex and busy parish. The parish has two well-used buildings - church and church hall - and many long-established activities
Essential requirements
- The Minister will have proven ministry experience as well as having undertaken some form of theological training.
- The Minister will be highly relational, able and desiring to engage confidently, lovingly and compassionately with all of God’s people, in order to gently show and share the Good News about Jesus Christ.
- They will be able to confidently work with a wide and diverse range of people, particularly those who are socially marginalized, or poorly educated, and who are often de-churched, unchurched or anti-church.
- They will be comfortable in leading various styles of church services, the majority of which are very relaxed and informal and which emphasizes the relational nature and ethos of the church. They must also be creative and not bound by ‘inherited church’ ways of doing services and ministry.
- Taking to heart the idea of ‘every member ministry’ they will be able to inspire and enable members of the congregation to grow in faith and develop their own gifts and calling.

Lines of responsibility
The Associate Minister will work within the following structures:
- They will be line managed by the incumbent, meeting together approximately once a month.
- They will take responsibility for the day to day leadership and running of the church (while the incumbent is seconded to the Diocesan Ignite Project), work collegially with the incumbent, the Churchwardens, other church staff and lay leaders.
- They will Chair the PCC. The Incumbent will not generally attend PCC meetings, apart from when there is a need to discuss and make decisions regarding the church’s long-term re-ordering project.

Duties and responsibilities
The Associate Minister’s principal duties and responsibilities will be:
- To deliver an enthusiastic, pastoral and prayerful-lead ministry in the life of the parish, including preaching, leading of services and Occasional Offices.
- To lead and develop St Paul’s Parish in the vision and ministry God has given us, with particular emphasis on its continued outreach work within the local community.
- To be responsible for the continued developing, overseeing and implementing of pastoral care in the life of the parish. Within this, the Minister will:
  - Support and develop the pastoral visiting team.
  - Direct the pastoral care and visiting of any within the life of the church and parish who are in need.
  - Regularly review the congregational list and oversee the follow-up of any needing contact.
  - Ensure provision of Holy Communion to the house bound.
  - Oversee the welcome and integration of new people to the life of the church, ensuring that they are invited to a welcome event.
  - Be involved with the prayer ministry team.
  - To oversee existing home groups, and develop new ones where appropriate.
  - To be part of the Cliftonville Ignite leadership and planning team.
  - To oversee and develop other existing church groups and activities, as appropriate.
  - To line manage the Lay Reader, the part-time PA and the full-time Cliftonville Community Centre manager.
  - To meet regularly with the Incumbent, to receive support from him and to talk through matters relevant to the life of the parish.
  - To have an annual review with the Incumbent.
  - To attend appropriate meetings, such as Deanery Synod, Deanery Chapter, Churches Together and others meetings as required.
In addition

- The Incumbent needs to maintain a relationship with the church as he plans to resume his full ministerial duties once the Ignite Project term of secondment has ended. Therefore, he will lead or preach once a month, Ignite Project work permitting.
- The Incumbent will co-lead with the Associate Minister, the on-going and extensive church re-ordering project, as this is likely to extend beyond the life of the Ignite Project.
- Cliftonville Ignite is the Diocesan ‘flag-ship’ Ignite service, which is often used as a training ground for Enablers and Volunteers from other Ignite communities, and delivers quality teaching material for these communities to use. Therefore, the Incumbent and his wife (who co-lead the Diocesan Ignite Project) will continue to lead Cliftonville Ignite and the Ignite Planning Team, working collegially together with the Associate Minister.
- Any parish requests received by the Incumbent for pastoral advice will be redirected to the Minister. However, pastoral issues arising within Ignite inevitably remain a grey area, but the aim is that the Cliftonville Ignite leadership team will be able to work in a complimentary manner, so that the agreed appropriate leader deals with whatever the pastoral issue is.
- All of the above will be ratified in a joint working agreement.

Time Off, Holidays and Practicalities

Life outside the Parish is important for clergy, and the Associate Minister is therefore encouraged to take a proper day off each week, five weeks holiday per year and to have time off during the working week. All parish-related expenses will be refunded.

Accommodation

The diocese is committed to providing a good standard of accommodation and so there is an excellent house situated in a quiet residential area on the edge of the Parish, 15 minutes’ walk from the church. The house has a large living room, study and five bedrooms, and is five minutes’ walk from both the local shops, the local Health Centre, and Walpole Bay beach. The PCC is committed to ensuring that the Associate Minister (and where relevant, family), have a pleasant and practical living environment.
Worship
Our style of worship is evangelical, gently charismatic and very relaxed in the way that services are delivered. There is always much laughter and joy, combined with a real desire to ‘press deeper’ into God. Our regular worship and teaching generally follows the following pattern:

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Type of service</th>
<th>Approx. attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunday</td>
<td>9.15am</td>
<td>Traditional worship with fortnightly Communion</td>
<td>25 adults</td>
</tr>
<tr>
<td>Sunday</td>
<td>11.00am</td>
<td>Contemporary worship with monthly Communion and monthly inter-generational services. Sunday school is available for years 1 - 12</td>
<td>70 adults &amp; 10 children</td>
</tr>
<tr>
<td>Sunday</td>
<td>6.00pm</td>
<td>A variety of informal contemporary worship and prayer services, often with shared testimonies and encouragements.</td>
<td>25 adults</td>
</tr>
<tr>
<td>Monday</td>
<td>8.45am</td>
<td>Leadership Prayer Time</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>10.30am</td>
<td>Communion Service</td>
<td>18 adults</td>
</tr>
<tr>
<td>Wednesday</td>
<td>11.45 am</td>
<td>Mid-week Prayer Time</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>7.00pm</td>
<td>Ignite Café-style Fresh Expressions Church</td>
<td>50 adults &amp; 3 children</td>
</tr>
</tbody>
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In addition to the above there are three house groups [currently meeting in either the afternoons or evenings]; a youth group; ‘Open Church’ mornings (which are café drop-in sessions) three days a week; a Food Bank (which is open on the same days as ‘Open Church’); ‘Prayer Point’, a monthly outreach to stall holders and visitors at the local Farmer’s Market; a twice a month accredited Health Walk; various social events. We also occasionally run training events for leaders and those involved in ministry, and Alpha courses.

Other churches
Cliftonville and Margate has a number of churches of different denominations and St Paul’s works well with many of them. There is a monthly ecumenical church leader’s breakfast, and a yearly ‘Thanet Churches Together’ Pentecost celebration which is always well attended. Also, in May this year, Thanet Churches are holding ‘2020 Vision’ which is a Thanet wide mission, which St Paul’s is fully involved with. The Parish is part of Thanet Deanery.

Thanet Deanery
Thanet Deanery is currently in a state of transition; changes are being formulated and implemented that will have a long-term impact on our church communities. Over the next 10 years 40% of stipendiary clergy will retire, our congregations are aging and some of our iconic Church buildings are no longer fit for purpose and are too costly to maintain. These are some of the drivers prompting us to revaluate the shape of our ministry and mission in Thanet so that it will continue to flourish in 10 years’ time.

The organisational objective for Thanet Deanery is to group our Anglican churches into four clusters: Margate, Broadstairs, Ramsgate and the Thanet Villages. This will enable individual churches to retain their own distinctive identity, whilst partnering within each town or area will encourage collaborative working between churches and enable better sharing of resources necessary for ministry and mission.
The last year has seen each of our four Deanery Areas begin a series of ‘conversations’, many led by Diocesan facilitators. The overall outcome has been most encouraging. Whilst each individual area is moving forward at a slightly different pace; more of our churches are beginning to walk, talk and work together.

The Deanery has already established a number of pioneering mission projects. For example, the Thanet Centre of Mission in Ramsgate Centre of Mission led by the Church Army and the Ignite Project – a Fresh Expression of Church at St Paul’s, Cliftonville and St Christopher’s Newington. We anticipate that further such projects will be initiated over the next 5 years.

**Conclusion**

This is an exciting time to come to the Parish of St Paul’s Cliftonville. The person who comes as our Associate Minister will be blessed with being part of a loving, growing, and supportive church - with people hungry to grow in their relationship with Jesus – that is truly engaged with and committed to its community and those who are in real need.

If you think you might like to come and join us, do contact us.

*In the first instance all interested people should contact:*

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