



The Mountain and Marsh Ministry Area

Role Profile

For Vicar

From the Archdeacon of Newport:

Thank you for taking the time to read the profile for this exciting post in the Mountain and Marsh Ministry Area.

The Diocese of Monmouth is restructuring into larger Ministry Areas to enable a collaborative sharing of resources and a greater focus on mission and outreach. Our hope is that this will enable the local churches to engage with their communities supported by the Ministry Team and the wider family of congregations. Nearly half of the Ministry Areas are now up and running and we anticipate the rest being formed by the end of 2022.

Mountain and Marsh Ministry Area sits on the western boundary of the Diocese and serves a diverse set of communities from post-mining valley communities to semi-rural farming and commuter villages. There is much to do to rebuild the Church as we come out of the pandemic but initiatives like the Care project have been significant in reaching out to local communities in a time of real need. There is a real desire among the churches to work together for the common good and the advancement of God's Kingdom.

If you have any questions about this post then please contact Revd Dean Roberts. We look forward to receiving your application.

The Venerable Jonathan Williams

Dear Future Colleague,

Thank you for showing interest in this post. I hope this profile will inspire you to consider applying to join our team. In addition to playing a full part in the pastoral ministry of the emerging Mountain and Marsh Ministry Area, the post of Vicar will have particular responsibility for the area of Discipleship. Given all of the challenges presented to the Church due to the Coronavirus Pandemic, we really want to invest in this area of our worshipping life as we rebuild and nurture our church community so that we are strengthened to proclaim the Gospel to a world ever in need of it.

The Mountain and Marsh Ministry Area is a newly formed family of six church communities with seven worshipping congregations. Following a period of prayerful listening and reflecting, we are confident that God is leading us to share his missional love to help bring healing and wholeness to the communities we serve. This will be out of a place of small beginnings and humble means, mainly due to the COVID-19 pandemic, but also due to the demographics of our churches. However, we are mindful that God is the God of Miracles and makes the seemingly impossible a possibility.

Developing discipleship that resonates with this is a major priority for us. Your primary responsibilities of leading and developing the ministries of Discipleship and Formation, Growing Leaders, and exploring ways to draw our families more closely into the life of the Church will be key to improving the health of the Ministry Area.

As a Ministry Area, we want to be a place where we share and support each other's ministry and this post will offer many of the joys of being a Vicar without having to hold all the responsibility alone.

I hope you'll experience what we have to offer and through prayerful reflection discover that this may be the place where you can next serve God.

With my love and prayers,

Rev. Dean Aaron Roberts

Rector and Vicar (Ministry Area Leader)

Our Vision and Values

As we re-emerge after the challenges of COVID-19, we feel that now is an opportune time to revisit our vision and values as a family of churches. For this new season of our life together, our vision and values draw on the Five Marks of Mission which are at the centre of our theology and are based on the foundations of the early church who were starting out on their journey of discipleship. In the same way, we are starting out too as a newly formed Ministry Area, in a new and continually evolving world which needs the input of Christian disciples to bring light and life to our communities...

Day by day as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.

(Acts 2, 46–47)

Together

In worshipping a Trinitarian God, community lies at the heart of our faith. Living, praying, Laughing, crying, praising, celebrating and serving are all things we do together that help define our common life in the Ministry Area.

Broke Bread

The Eucharist is the central missional empowerment of the gathered people of God. As we meet each week we do so in remembrance of Jesus who died for us and through the power of the resurrection opened the way to God and the redemption of Creation. From the Eucharist we go in peace to love and serve the Lord.

Glad and Generous Hearts

If our faith is not reflected in the way we live, it is not real faith. Helping people develop authentic, gracious and generous expressions of what it means to be a Christian in the church communities of Bedwas, Machen, Marshfield, Michaelston-y-Fedw, Rudry and St Brides today, is what we believe God is calling us to do.

Goodwill of the People

Many of our people are committed to the numerous community groups that help shape their local community and give it a special feel. Through their engagement in the wider community, our prayer and desire is that our Christian faith informs local decisions and helps to continue to build bridges

for people to encounter Jesus. We try to ensure that our ministry and mission are both authentic and organic and flow from being rooted in the local context.

Praising God

By being open to praising God in all things and at all times we are more likely to see where God is active and so join in with what God is doing in our patch, whether it be big or small, to always give an account of the hope we have in Christ.

Added to their Number

We expect God to introduce new people for us to welcome, get to know and bring into his family here in our churches, especially given all of the needs that have arisen and once secret needs now exposed by the pandemic.

Whilst our vision and values are firmly held, the context in which they play out is constantly evolving.

The Vicar post is a critical role in the life of the Ministry Area – you will be at the centre of decision making alongside the Ministry Area Leader and our Associate Priest, and you will hold the portfolio for nurturing discipleship which will result in church growth, both spiritual and numerical.

Aims of the Role

- To develop disciples prayerfully, empowering new and established members of the church in mission and ministry.
- To enable all the baptized to exercise their shared priestly vocation, 'To bring God to people and people to God'.
- To equip parishioners with the gifts to reach out and draw people in, both in our locality and the worldwide community.
- To share in the oversight of the Ministry Area with the Ministry Area Leader and to fully contribute to the pastoral ministry of the Ministry Area, preaching and leading services and occasional offices.

Key Responsibilities

Discipleship and Formation

To develop a strong 'Discipleship' programme and ensure it includes a suitable initiation programme (e.g. Alpha/Emmaus/Christianity Explored, Confirmation etc) as well as pathways for the ongoing development of those already established in the life of the church, making the most of traditional opportunities to grow faith such as advent and lent groups. The goals should

foster a programme so that formation becomes a means of attracting new people and retaining existing members of the church family. Stewardship in its broadest sense should form an integral part of the approach to discipleship.

Growing Leaders

To realise the potential of lay leadership within the congregations and then to develop appropriate patterns of support and training within a vocational community where all are called to serve. We are looking for a priest who can lead, equip and inspire others in ministry and mission, but not someone who wants to do it all by themselves.

To Help Us Be Outward

To develop the Ministry Area's ministry of welcome with a particular pastoral responsibility for supporting and sustaining young families, and giving older children a reason to remain involved with the church. The Ministry Area is home to many state schools and one independent Christian School, with many opportunities and openness from the community to be engaged with school work.

The Person

The person appointed will ...

- be a skilled communicator and an effective preacher, teaching within a range of contexts, and churchmanships
- have exceptional gifts in listening and discernment, good attention to detail as well as the ability to see the bigger picture;
- be someone who understands how to manage change;
- have the creative flexibility to meet people 'where they are' and to enjoy the free flow of ideas;
- be able to empower others to take responsibility for ministry;
- have a lively faith, rooted in personal prayer, with the desire and ability to share God's love with people from all walks of life;
- be able to celebrate the gifts of others and work collaboratively and happily within a team of mostly lay people from a variety of backgrounds;
- be supportive of colleagues, self-disciplined and hardworking;
- take God seriously, themselves less so;

The Ministry Area

Our location

The Ministry Area lies in the lower section of the Rhymney Valley, east of Caerphilly, and its hinterlands to the north and south west, to where the river turns south under the M4. Road, river, walking tracks and cycle paths weave through our area linking us to transport and commercial hubs in Caerphilly, Cardiff and Newport. The Area is part of the M4 corridor of development. There are good transport links along the valley but cross valley public transport is meagre, and cars are needed to reach the more rural areas. There is a rich mixture of landscapes, rural, urban and post-industrial, and different housing types, from traditional terraced houses to new estates. Social, sporting, commercial, retail and financial services vary across the Area but are within reach in the valley or in neighbouring towns.

Our people

The population is as diverse as the landscape covering everything from real wealth to severe socio-economic deprivation. Our most challenging and severely disadvantaged housing is within upper Graig-y-Rhacca and there is no formal church or service presence in this area at this time.

Before the COVID-19 Pandemic, we were starting to hold more joint ventures and services together, and now in the new challenge of a post-pandemic church life, we are keen for our Vicar to help the leadership team, comprised of both ordained clergy and laity, to restart and revitalise activities that allow us to come together.

There is a need and motivation to redress the decline and spread the growth factor across the Area, especially after the Pandemic. We're hoping that our Vicar will be able to work alongside the Ministry Area Leader and other clergy and lay leaders to develop a strategic and bold plan so that we make the best use of our resources, and take steps of faith, trusting in Jesus that he will give us the opportunities to deepen our faith and grow the Church.

Current Ministry Team and Outreach

All churches are committed to continuing team support for the Vicar. The current clergy ministry team consists of Revd Dean Roberts, and Revd Arthur Parkes. There are also two Licensed Lay Ministers - Gay Hollywell based in

Bedwas, and Hilary Gould based in Marshfield. We are hoping that, once the new Vicar is with us, they will be able to assist further in the growing of our leadership team of laity.

Across the ministry there are various lay people who lead services of Morning Worship and non-Eucharistic liturgy to ensure a weekly service in each Church.

There are active lay ministry groups where adults and children have service roles. There are also communion home visits, pastoral visits, Mothers Union, prayer and study groups.

Our administration, buildings and worship

The Ministry Area Council has been recently formed, and consists of a representative from each church, the clergy, the two Ministry Area Wardens, and space for co-opted members such as a treasurer/secretary.

The Ministry Area currently outsources some of its administration to The Parish Trust - an independent charity which supports local churches and helps them to engage in mission and evangelism. Many of our churches support the work of this charity alongside many other churches and organisations within the area.

However, this arrangement will be changing as the new Ministry Area sets up its own office located in the Church Hall of Marshfield with the help of a dedicated Ministry Area Administrator. We expect this to be up and running in parallel with the arrival of the new Vicar and will allow us to fully take charge of the administrative needs of the Ministry Area in a bold and efficient way.

All churches are proud of their rich history in both social, architectural terms. The church buildings differ in architecture style and age and many restored and reordered.

Although the churches are financially viable, spare money is not readily available and this will be one of the challenges of the new Vicar to work with the other clergy to encourage Stewardship, as part of their Discipleship portfolio across the Ministry Area.

Sunday services are held in all churches each Sunday.

Across the Ministry, some major services are held together in one church, while many festivals and general services are held in each church. We are aiming to start a fifth Sunday service to which all the parishioners of the Ministry Area

gather in one place to regroup, worship together, and feel empowered to be sent back to their locality to continue in mission and evangelism.

The Music Ministry is strong across the area, all congregations enjoy and participate in worship and fellowship through music. We follow the Lectionary of the Church in Wales. All churches have much higher attendance at Christmas, and in Holy Week and at Easter.

The Church of St. Barrwg, Bedwas

St. Barrwg's Church is situated on a hill at the top of Church Street in Bedwas. It is a Grade 2 listed building which dates back to 1102 and is one of the oldest churches in Wales. It is of significant architectural and historic interest. It is said that St. Barrwg's was used by Oliver Cromwell's army as accommodation for their horses during the siege of Caerphilly Castle.

St Barrwg's now serves the villages of Bedwas and Trethomas. The villages have a number of shops and small supermarkets. There are 3 places of worship besides St Barrwg's. There has been a significant amount of new build housing and there are several cafes, two public houses and a rugby club. Both villages have primary schools which feed into the local comprehensive school.

Bedwas has a bowling club, tennis courts, a rugby club for seniors and juniors and a thriving football club for youngsters. We have a library, a swimming pool for public and school use and a number of parks. Bedwas Workman's Hall has been refurbished and the theatre provides a variety of regular entertainment including choirs, bands, plays and pantomimes. There is also a band hall with a brass band which offers free music tuition to young people.

St Barrwg's has a weekly Sunday service at 10a.m. There is an aging congregation but we are energetic and enthusiastic and embrace new challenges. Services are well attended and many people attended on line services regularly when churches were closed.

St Barrwg's Mothers and Toddlers meet weekly on Thursday mornings. The children play with a variety of age related toys, parents and childminders have refreshments and the children have healthy snacks of fruit and toast. There are craft sessions and singing and the session closes with a prayer.

Coffee Mornings are held on the last Friday of every month. They are well attended by the church members and the wider community and raise regular much needed funds for the church.

We are excited about the addition of a new Vicar and make him/her very welcome at St. Barrwg's Church. We hope to have more activities for the community at St. Barrwg's in the future and would be interested in any ideas the new Vicar might put forward.

The Churches of St. John the Baptist, and St. Michael and All Angels, Machen and Lower Machen

The church community of Machen forms the area of what was historically known as "Upper Machen" and "Lower Machen" as well as the village of Waterloo and the Graig-y-Rhacca Estate.

This area is diverse in socio-economic terms, with some of the most affluent parts of Wales contained within it, and one of the most deprived areas in Wales to its border. Therefore, the challenges and opportunities are vast.

St. John the Baptist Church is situated in the heart of the village of Machen just up the hill from the war memorial and the village shop. It was built in the mid-19th century financed by the Morgan family who are buried in our neighbour church, St Michael and all Angels, Lower Machen. People have been worshipping here for about 170 years.

Our congregation is quite elderly but we seem to be attracting a few more younger members at the moment. The main service is at 10 o'clock and this is a mix of a Communion Service and a "Do it Yourself" lay led service on alternate Sundays. Whilst we naturally enjoy Communion with a priest we also have great fun with our own service which is taken voluntarily by a member of the congregation. Some Sundays we have as many as six people involved in the service not to mention those who prepare and serve the refreshments after the service. We are a very happy group of people who are loyal and regular attenders.

Our church has a large cemetery in which are many relatives of village residents. It is generally in good condition and as a church community, a small but dedicated team of lay people look after the fabric and maintenance with great care and diligence.

Having said this, St. John's is regrettably in need of some work to the roof but we are presently putting a plan together to deal with this in stages. It is hoped that this will be financed by donations from the local community, fundraising events and grants.

An important asset to the village of Machen is our Church Hall which is on the main road. It is currently being used by a local school but is available to us in the evenings, weekends or school holidays. The building is in good condition requiring only occasional maintenance.

Down the road is the ancient church of St. Michael and All Angels, which has been around in one form or another since the fifth century. It later became the family church of the Tredegar family, with many of its family members buried in their private chapel. It is for this, and other reasons, that the church is of significant local interest. As a result, the fabric of the building is very well cared for due to significant grant funding to preserve and maintain the historic fabric. We have recently completed work on the roof and on the Morgan Chapel, both restored to a high standard.

We are now working on projects using technology that will further introduce people to the heritage of the church, but also the spiritual life of our church too.

Our congregation is elderly, and small. However, we all work hard to steward our resources well, and we involve ourselves fully in the leading of services when clergy are not able to take services.

An area that we are excellent in is providing the space for weddings and funerals which have been a great way at making and maintaining connections with people through the years. We have also held an All Souls service for the whole Ministry Area here for the last few years which draws a big congregation. We also tend to host Ministry Area services here due to the size of the building and relatively good parking provision for a group of rural to semi-rural church communities.

We are looking forward to having another priest in our Ministry Area who can enjoy our enthusiasm and join with us in continuing to build our congregation.

The Church of St. Michael, Michaelston-y-Fedw

The church of St Michael's Michaelston y Fedw is in the heart of this ancient and tranquil village of Michaelston situated half way between the cities of Cardiff and Newport.

Although our congregation has reduced considerably over the last few years particularly since the pandemic (but mainly due to old age), we have a loyal and core attendance each Sunday and is enthusiastically supported by the local community both in financial and practical ways.

The village residents, both Church Members and those who don't often frequent our services, take great pride in the care and maintenance of our Church building and we have a close relationship with the Village Hall and the local public house, the Cefn Mably, adjacent to the Church.

We converted the vestry area at the back of the Church several years ago to house a kitchen and lavatory which are of huge benefit to all. We have a bell tower with 8 bells which is of great attraction to visiting ringers as well as local bell ringing teams and has a peel written and named after the village. The Church, being well maintained and situated in an attractive area is very popular for weddings and it is normal to have several each year during non pandemic times.

We have a service every Sunday at 11.15 am with a Eucharist service twice a month and a Lay led service on the other two Sundays with members of the Lay Ministry Team leading these services.

We very much look forward to the appointment of a Vicar to our team to provide both pastoral care and worship for our congregation particularly with the forming of our new Mountain and Marsh Ministry Area.

The Church of St. Mary, Marshfield

The community of Marshfield serves the communities of Marshfield and Castleton, a population of over 6,000. It sits in the designated green belt between Newport and Cardiff. It is a rural location but with the relatively recent addition of much modern housing stock.

The reasonably affluent population has grown by 50% in the last 20 years, with 20% being under 16. On current trends, the population of this community will increase at a faster rate than Newport. The large primary school in the village is already oversubscribed. There are low numbers on free school meals and employment levels are high.

The church itself (St. Mary's) is set on a country lane amongst fields, just off the main road through Marshfield. It dates from the 12th century and has extensive grounds including a graveyard.

Prior to the pandemic, there were two weekly services - a sung Eucharist every Sunday with a congregation of approximately 40 and on Wednesdays a said Eucharist with a regular congregation of ten. Communicant numbers have fallen over recent years because of a lack of continuity due to a number of clerical changes.

The gardens are tended by a group of volunteer parishioners and there are regular community and fundraising events held at the church.

The Church of St. James the Great, Rudry

Rudry is a rural community situated close to Caerphilly. The church, St. James the Great, is situated a little way from the main village . It has a large churchyard still open for burials .

We have a service every Sunday at 9.30 am. We have a Eucharist service twice a month with a Lay led service on the other two Sundays with members of the congregation leading these services. The lay people are extremely gifted and willing to lead Services of the Word.

All our services are child friendly and the children are encouraged to participate in the services. Our teenagers often lead our services, and take part in the decision making processes of our church.

We have a mixed age group ranging from under 1 year to retired pensioners.

COVID-19 has been a challenge for us as it has been for others, but we're glad that we've maintained our contact with our members, and that our youth group continued when restrictions allowed for outdoor events. We have been really encouraged by the deepening faith of our young people even in such trying times as the Pandemic has proved to be.

We hope to see our fellowship supported by the new Vicar and that he or she will support our Enlarging The Tent project. This is a very exciting project to increase our space and our facilities for our growing congregation. Currently, there are no toilets and no water supply or kitchen area, and this is something we really want to address.

It's been quite a journey so far, with some hiccups along the way (COVID-19) but we are now getting ourselves back on track and have already had exciting meetings with our Architect who has been a great support to us, who understands our vision and our faith to see God work in this new chapter of our church life.

The Church of St. Bridget's, St. Brides

The community of St. Brides is served by St Bridget's, a fourteenth century rebuild of an earlier Church and therefore of considerable historical interest. This is a Rural Ministry area being part of the Gwent Levels. St Bridget's covers the area of St Brides and Coedkernew they boarder on the Duffryn community of Newport, Castleton and Marshfield .

The community is mixed, it has a wide variety of properties that are a mix of owner-occupied, a small number of social housing properties provided by a variety of housing associations and private landlords.

The children in the area attend Marshfield or Duffryn Primary, and Bassaleg or John Frost Senior schools, they are non-denominational. Close by is St Josephs senior school.

There is a Community Hall in the village used by the residents. There is one Public House, no shop or Post Office within walking distance from housing.

We are a small worshipping community here who are 'on the move'. We have identified a central priority for our future life and witness of this church community, that is the need to forge new links with our community residents so as to remain in the future, a spiritual focus, and a valued burial place, for the people in our area.

Many of us have found the need to master technology and to use this to reach out actively to members of our congregation and try to respond to their needs, material and spiritual. We hope to continue to expand our technological link in its many forms, within our communities, as well as our own churches, in the knowledge that we are a friendly congregation who look out for each other and our neighbours.

Currently, we have a Eucharist together each Sunday at 9.00am. We celebrate Church festivals and Saints Days and each year hold an event for St Bridget.

On average we have 15 parishioners in the congregation at our weekly services consisting of two teenagers. The average age range of our regular members is between 50- 85 years. At Christmas and Easter our congregation age range is between new born -80+ drawn from the local community and beyond.

Our young worshipers, who attend, are included by activities, they collect the offerings of the people and present them along with the Offertory Gifts of

Bread and Wine, to the Priest at the Altar. Some of our number would attend the Midweek Eucharist in St Mary's Marshfield.

Each Sunday, we offer refreshments after the service.

In the future, we hope...

- to increase the community's involvement in the church through informal social events,
- Community COVID-19 recovery will help us to minister to our community making the Church relevant.
- Links with schools can be established
- Links with our split community be forged
- Our social media presence will become widely seen and used.
- An increase in our weekly attendance at Sunday Service
- Develop and nurture continued support from our 'Friend's' and 100 club members.
- We can welcome more of the community to our church with the development of our fruit trees and people to run courses
- Welcome further links with the environmental agencies in the area bringing the community to our churchyard and to development events around our fruit tree planting.

Profile Description

Parsonage: Marshfield Vicarage



Address:	Church Lane, Marshfield CF3 2UF
Style:	Detached, two-storey house
Bedrooms:	4
Bathrooms:	1
Kitchen:	Fitted kitchen with pantry cupboard
Study:	Reception room within the main house
Date built:	1957
Listed:	No
Heating and hot water:	Gas combi boiler, gas fire and open fire
EPC rating:	D
Drainage:	Mains drainage
Garage:	Detached single garage with mains power

Boundaries: The garden is mainly bounded by hedges, with fencing and walls to other boundaries

Grounds: Large but level

Trees: A few larger trees and some ornamental

Drive/Parking spaces: Asphalt, concrete and gravel, parking for three cars

Comments: The house is located in a village setting, a short walk from the church. There is a small shop in the village and a wider range of shopping available in Newport and Cardiff. There is a primary school in the village.