

### **Dean of Women's Ministry**

#### **PURPOSE**

To advise the Bishop and the Area Staff on all matters affecting the ministry of ordained women

#### **IN PARTICULAR**

- **To work with the Bishop and Area Deans to provide appropriate pastoral care for women in ordained ministry**
  - hosting occasional gatherings for women in ordained ministry in the Two Cities
  - meeting with women in ordained ministry on a one-to-one basis as requested
  - to arrange focus meetings as and when needed
- **To be an advocate for women in ministry, and for the better development and practice of that ministry**
- **To represent women in ordained ministry:**
  - within the Two Cities Area Staff Team
  - at meetings with the Bishop and other Deans of Women's Ministry
  - at national gatherings of Deans of Women's Ministry
- **To raise awareness of issues facing women in ordained ministry and advise on issues concerning women in ministry, this might include:**
  - questions of deployment and common tenure,
  - issues arising out of Five Guiding Principles
  - the particular needs of clergy couples or single clergy
  - maternity leave
  - self-supporting ministry
  - the promotion of equal opportunities
  - policies and practices which minimise gender discrimination, including Unconscious Bias Training
- **To encourage ministry development, mentoring, vocational support among women - both those in ordained ministry and those exploring a call to ordained ministry**
  - collaborate with Deans of Women's Ministry, ADTD and ADO's to coordinate vocations days for women exploring a call to ordained ministry
  - nurture models of peer and collegial support among ordained women
  - work with ADO's to encourage women exploring a call to ordained ministry to provide placement opportunities or role model experiences
- **To liaise with those in the Diocese with responsibility for deployment policy and the collation and monitoring of statistics in relation to ordained women**
- **To meet with the Bishop once a quarter to discuss the issues raised and work undertaken**

#### **Terms and Conditions**

- The Dean of Women's Ministry is a full member of the Two Cities Area Staff Meeting
- The appointment is for a five year period
- Standard Responsibility Allowance for Deans of Women's Ministry in the Diocese of London (i.e. a 10% uplift on salary)
- Working expenses paid in full, from Diocesan office: travel expenses, telephone, stationary and postage, mileage at normal diocesan rate
- Provision of secretarial / administrative help from the Area Office
- Six-Monthly review process to be established to monitor balance of parish and Dean's of Women's Ministry work
- The above role description may be changed from time to time as appropriate