

# Down and Connor Diocesan Trust



## **Ethos and Values required of all Employees**

The main objects of the Diocese of Down and Connor ("the Diocese") are the advancement of the Catholic religion in the Catholic Diocese of Down and Connor, and the advancement of any charitable purpose supported by the Catholic Church in any part of the world. While remaining true to its own distinctive ethos, the Diocese places great value on togetherness with Christians of other traditions and those of other faiths and none. The Diocese is committed to the promotion of equality of opportunity. Likewise, bearing in mind its main objects, there may be some circumstances in which the Diocese may rely on lawful exceptions to general principles.

The Diocese requires that all people working within its institutions and agencies, regardless of their faith tradition or perspective, demonstrate the highest standards of respect for the values, teaching and mission of the Catholic Church.

This includes:

### **Respect for the inherent DIGNITY of every person:**

In all activities relating to your work, you will be required to demonstrate high standards of respect and courtesy towards every person with whom you have contact, and to contribute to a collaborative and supportive atmosphere among those with whom you work.

### **Respect for Teaching and Practice:**

Our expectation is that everyone who works for the Diocese:

- will demonstrate high respect for the teaching, practice and religious symbols of the Catholic Church, and act in a manner that is consistent with the values and ethos of the Diocese.
- will adhere to high standards of ethics at all times and be personally active in supporting an ethical and courteous culture among all Diocesan staff.



**ST BRIGID'S PARISH  
WINDSOR AVENUE, BELFAST**

<b>ROLE PROFILE: SACRISTAN</b>	
<b>Reporting and Accountable to:</b>	<b>THE PARISH PRIEST</b>
<b>Responsible for:</b>	<ul style="list-style-type: none"><li>❖ The maintenance of the sacristy where the church's liturgical items are kept including vestments, sacred vessels and books etc.</li><li>❖ Ensuring that the sanctuary is set up for mass, other services, baptisms and funerals, ensuring all the requisite books and sacramental vessels etc. are in place, and that afterwards the sanctuary is cleared, and the church is left secure and tidy.</li></ul>
<b>Key Performance Measures:</b>	
<ul style="list-style-type: none"><li>- Feedback from the Parish Priest, the Parish Team and 3<sup>rd</sup> Party Providers;</li><li>- Professionalism and helpfulness in dealing with others, both internally and externally;</li><li>- Compliance with and adherence to relevant legislation and regulatory requirements as issued by the Diocese of Down and Connor;</li><li>- Quality and accuracy of documentation and data completed and efficiency of processing same to meet deadlines;</li><li>- Maintaining a professional approach to work at all times;</li><li>- Projecting a professional and reputable image for the Parish of St Brigid's at all times.</li></ul>	
<b>Detailed Responsibilities of this Role:</b>	
<p>In fulfilling this role, the job holder undertakes the following activities:</p> <p><b>SECURITY:</b></p> <p>The Sacristan will be responsible for the security of the church premises (unless adequate alternative arrangements have been agreed). This will include, as needed, opening the church in ample time before Masses and services: - unlocking and locking of the church and opening / closing windows; operating the intruder alarm; putting lights on / off; and heating on / off as needed.</p> <p><b>The Sacristan role general responsibilities:</b></p> <ul style="list-style-type: none"><li>- Ensures that all liturgical vessels, linens, vestments and furnishings are kept in good repair, clean and respectfully stored;</li></ul>	

- Monitor the supplies needed for the liturgy (bread, wine, incense, candles, oils, etc.), keeping in mind special seasons and events;
- Supervise and assists members of the maintenance staff to ensure that the church building is kept clean and orderly and plans with them so that items or places are prepared for special services (baptistry, Easter fire, special processions, etc.);
- Cooperate with others who may be responsible for parish liturgical art and environment or seasonal decoration;
- Prepare particular items needed for the various liturgical celebrations (Eucharistic vessels, cruets, linens, book markings, furniture, etc.);
- Depending on arrangements with the Parish Priest, assist with the immediate preparations for liturgical celebrations and the cleanup following the liturgy;
- Assist with the co-ordination of Altar Servers' responsibilities in the Church and help with the Altar Server's Club/social activities;
- Ensure that all Clergy, staff and visitors sign the Sacristy Register;
- Assist during Mass and other services, if and when required;
- Monitor and service church toilets to maintain a high standard of cleanliness, whilst ensuring a regular supply of soap, towels and toilet rolls;
- Assist the Choir/s with set up of their equipment to include, microphones and sound systems, when required.

**AFTER ALL SERVICES:**

The Sacristan is responsible for ensuring the safety and security of the Church. This includes securely locking away all sacred vessels, tabernacle key, microphone etc., in the safe; extinguishing all candles; extinguishing the thurible, including disposing of ashes & charcoal outside; switching all lights off; switching heating off, securely locking all windows and doors; setting the intruder alarm; and locking the Church.

**GENERAL:**

- Adhere to the policies and procedures of St Brigid's Parish, the Diocese of Down and Connor, and all relevant statutory bodies, regulations and requirements;
- Compliance with and adherence to Diocesan policies and procedures at all times;
- Maintaining confidentiality on matters relating to the Diocese of Down & Connor at all times.

**JOB DESCRIPTION REVISION:**

This job description is intended to provide an outline of the key tasks and responsibilities only. There may be other duties required of the post holder commensurate with the position. The responsibilities may be amended, after discussion with the post holder, to take into account the development of both the post and the office. All members of staff should be prepared to take on additional duties or relinquish existing duties in order to maintain the effective running of the Parish/office.

**SACRISTAN  
ST BRIGID'S PARISH  
WINDSOR AVENUE, BELFAST**

**PERSON SPECIFICATION**

ESSENTIAL CRITERIA: QUALIFICATION and EXPERIENCE:	
<b>QUALIFICATION AND EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>- A baptised Catholic and member of the Church.</li> <li>- A basic knowledge and experience of the liturgical rites performed in a Catholic church.</li> <li>- A general understanding of the social and moral teachings of the Catholic Church.</li> <li>- Ability to work alone and as part of a team including Priests, altar servers and all other liturgical Ministers.</li> <li>- An understanding of the Diocese's Policy concerning the Safeguarding of Children and Adults at Risk of Harm.</li> <li>- Ability to project a friendly, professional and helpful attitude.</li> <li>- Good organisational and communication skill.</li> </ul>
<b>COMPETENCIES REQUIRED TO FULFILL THIS ROLE:</b>	<ul style="list-style-type: none"> <li>- Reverence and appreciation for maintaining sacred space.</li> <li>- Ability to project a friendly, professional and helpful attitude.</li> <li>- Ability to work with Priests, altar servers and all other liturgical Ministers.</li> <li>- A sensitivity to the spirituality and worship life of parishioners.</li> <li>- Good organisational and communication skills.</li> <li>- Ability to work alone.</li> <li>- Ability to work methodically and consistently.</li> <li>- Ability to work well as part of a team.</li> <li>- Ability to manage people where required.</li> <li>- Ability to work flexible hours.</li> <li>- Respect for the values, teaching and mission of the Catholic Church.</li> <li>- An understanding of the Diocese's Policy concerning the Safeguarding of Children and Adults at Risk of Harm.</li> </ul>
<b>LOCATION:</b>	<b>St Brigid's Parish, Windsor Avenue, Belfast, BT9 6FP</b>
<b>SALARY/HOURLY RATE OF PAY:</b>	<b>£9.50 gross per hour</b>
<b>HOURS of WORK:</b>	<p><b>16 hours per week over Monday – Sunday – work pattern to be agreed with the Parish Priest.</b></p> <p><b>[Ability to work flexible hours is required from the post holder from time to time].</b></p>
<b>ANNUAL LEAVE</b>	<b>32 days per annum which is inclusive of 12 customary holidays [Pro-rata for part-time employees]</b>
<b>NOTE: Access NI Clearance to work with Children and Adults at Risk of Harm must be in place before the successful candidate is employed.</b>	