



## Vicar of St John's Great Horton and St Wilfrid's Lidget Green

### ROLE DESCRIPTION

Role description signed off by Ven Dr Andy Jolley, Archdeacon of Bradford

Date: July 2025

To be reviewed 6 months from appointment and 3 yearly thereafter

### 1 Details of post

Role title (as on licence):	Vicar of St John's Great Horton and St Wilfrid's Lidget Green
Name of benefices:	Great Horton and Lidget Green
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Inner Bradford
Initial point of contact on terms of service:	Archdeacon of Bradford

### 2 Role Purpose

#### Specific

The person appointed will be the senior Anglican Priest in the Benefice with responsibility for overall leadership of a ministerial team which comprises of an Associate Vicar, two Licenced Lay Ministers, a licenced Lay Minister with PTO, 2 assistant curates ( one of whom is SSM)and a commissioned Lay Pastoral Minister.

There are five particular priorities for the new Vicar:

- To ensure the parish's identity, vision, values and strategy is widely understood and owned, maintaining the confidence of individuals and groups from many cultural backgrounds;
- To lead and manage the senior staff team, ensuring it is cohesive and mutually supportive with shared vision and values, and each member plays to their respective strengths.

- To consolidate and continue the parish's mission, outreach and church planting work so that the gospel is shared with more of BD7;
- To strengthen lay discipleship, with new lay leaders being identified, encouraged and developed;
- In the light of the current Strategic Development Fund support ending in two years, and challenges related to the parish's finances and buildings, to ensure mission initiatives are sustainable and focused on agreed priorities.

The vicar will also usually be the Training Incumbent for any new curate deployed to the parish.

### **General**

- To share with the Bishop both in the cure of souls and in responsibility, under God, for "building confident Christians, growing churches and transforming communities";
- To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy and other relevant legislation including safeguarding;
- To build up the Kingdom of God in the parishes of St John's and St Wilfrid's and more widely in the Diocese;
- To promote the health of the Church and its growth in numbers, in spiritual commitment and in service to local communities;
- To have regard to the Diocesan Strategy (see Appendix), including collaborating with others to develop a flourishing children and youth ministry within reach of every young person;
- To undertake any duties that may reasonably be required of the role.

### **3 Key Working Relationships**

- The Bishop of Leeds
- The Bishop of Bradford (with responsibility for the Bradford Episcopal Area)
- The Archdeacon of Bradford
- The Area Dean and Deanery Lay Chair
- The Deanery Synods and Clergy Chapter
- The Diocesan Office team, including the Human Resources Manager
- The Diocesan Mission and Ministry Team
- The Area Clergy Development Officer
- Clergy and lay colleagues
- Churchwardens
- The Parochial Church Council
- Ecumenical partners / Ministers of churches in the area
- Local community partners including schools.

### *Future*

- Local councillors and other civic leaders
- Head teachers of schools
- Leaders of other religious communities

### *Supportive:*

- Clergy Counselling Support

## 4 Health and Wellbeing

The Diocese of Leeds is committed to promote the wellbeing of our clergy and their households in terms expressed in the Church of England's Covenant for Clergy Care and Wellbeing. We also expect our clergy to manage their time well to ensure that they:

- Take a regular day off each week, trying to ensure that this includes the preceding evening and If the weekly day off is compromised for whatsoever reason, to take a day off in lieu;
- Take their full annual leave allowance each year (six weeks holiday plus Bank Holidays, or time in lieu of Bank Holidays);
- Pay attention to their spiritual wellbeing, including daily prayer and Bible reading, reading / learning in general, quiet days and an annual retreat;
- Build collegial relationships across the Deanery, Episcopal Area and Diocese;
- Engage fully with their annual Ministerial Development Review and Continued Ministerial Development and Education;
- Advise the Area Dean, Archdeacon or Area Bishop as early as possible of any health, stress or anxiety concerns;
- Engage in a continuous learning relationship (eg work mentor, spiritual director, peer group) which supports and encourages their ministry. The Area Bishop or Archdeacon can provide a directory of spiritual directors and mentors should this be required.

The Diocese of Leeds works with Health Assured, our Employee Assistance Programme, in delivering a confidential, professional source of support, including a helpline and counselling services, to its clergy and spouses.

Despite the reference to 'Employees', the programme provides services closely suited to the needs of clergy. Details can be seen at <https://www.healthassured.org/>

The HR team at Church House are also available to talk through any issues or questions.

For further information, go to the diocesan website: <https://www.leeds.anglican.org/how-we-can-help/supporting-clergy/wellbeing-counselling-and-support-for-clergy/wellbeing-counselling-and-support-for-clergy> or ring this free and confidential helpline: 0800 028 0199.

## 5 Archdeacon's Comment

Our vision as the Diocese of Leeds is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For all our appointments we seek clergy who have a joyful and confident faith which has inspired a track record of church growth.

For this role, we are looking for a vicar who can work from the parish's existing vision and values to lead into the next chapter of the life of this strategically important parish. (S)he will need to operate comfortably cross-culturally across this large and diverse parish, and be able to encourage the best from the different worshipping communities of the parish and the various projects run by the Red Letter Project in the parish, enabling them to play to their strengths. (S)he will therefore be an experienced and strategic leader of leaders, who can enable each person and each worshipping community to play their part in such a way that the overall team is much greater than the sum of its parts. (S)he will also be comfortable with the governance demands related to a parish of this size and complexity.

Following a period of sharing the same leadership, the parish was created on 1<sup>st</sup> January 2020 from the historic parishes of St John's Great Horton and St Wilfrid with St Columba, Lidget Green. This very large parish of 33,000 people contains some of the most deprived areas in the country (it is in the top 3% most deprived nationally). Much of the population is quite transitory and there are large numbers of young people in the parish. Hence there are many schools – including a Church of England primary school. Considerable effort has gone into developing ministry in many of these schools. In recent years, there has been a strong priority in creating an intercultural church community. As part of this, as well as meeting together with others, there are separate gatherings for Arabic-speaking Christians from Sudan as well as for Nepali-speakers, enabling them to integrate better with the whole.

The parish has strong lay leadership and associated structures. In 2019, St John's PCC had accepted my challenge and invitation of being designated as a Resourcing Parish within the Bradford Episcopal Area and the Diocese of Leeds. As part of this designation, the parish has Church Commissioners' Strategic Development Funding (SDF) from 2019-2027 to support revitalisation work in the parish. This funding is providing Operations Management support, and a series of 2-year part-time Mission Apprentices to develop areas of mission and ministry. In return, the PCC has committed to support church planting and revitalisation both within and beyond the parish boundaries, sharing resources generously with neighbouring parishes and sending people graciously to revitalise and plant churches.

The parish has made great progress against the objectives agreed as part of SDF support, and has achieved much in terms of church revitalisation and planting, starting and sustaining new worshipping communities. A group, including a curate, was sent to support the creation of Fountains Church Bradford in 2019. On Easter Sunday 2021, another group was sent from St John's to St Wilfrid's under the leadership of the Associate Vicar, creating a new merged congregation to revitalise worship, mission and ministry in Lidget Green. On Easter Sunday 2024, a new worshipping community was established in the old church of St Columba's Horton Grange, led by a licensed lay minister. In January 2025 Share Church began at St John's on Wednesday afternoons, and on Easter Sunday 2025 a group from St Wilfrid's began another new worshipping community on the Scholemoor estate.

In the next chapter of the parish's life, this missional character needs to be sustained with the new vicar discerning with others where the Holy Spirit is leading them next. At the same time, work underway to ensure that the supporting structures for mission, ministry, buildings and governance are fit for purpose will also need to continue

The Deanery of Inner Bradford is comprised of parishes with a similar demographic to Great Horton and Lidget Green, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new post-holder will therefore find a group of creative and supportive colleagues in the Deanery chapter, all of whom will be familiar with the joys and challenges that each other faces. We expect the new post holder to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deanery of Inner Bradford, and across the Episcopal Area.

All new appointees in the Diocese are required to undertake:

- (i) the diocesan induction programme which includes diocesan training for safeguarding children and vulnerable adults,
- (ii) a course on presence and engagement in the context of other faiths, and

(iii) the residential “*Leading Your Church into Growth*” course (LYCiG).

Leading your Church into Growth (LYCiG) and Jesus Shaped People (JSP) are two excellent initiatives born in the Bradford Episcopal Area and now adopted in other Dioceses. They have enabled church growth and developed confidence in congregations. Newly appointed clergy are required to book onto a LYCiG conference within 12 months of their appointment, and ideally to attend with some people from their parish. Experienced mentors and training are available to new incumbents to make the most of LYCiG and JSP.

The accommodation offered will be St Wilfrid’s Vicarage, St Wilfrid’s Rd, Lidget Green, Bradford, BD7 2LU, as detailed in the Parish Brochure. Prior visits, if necessary, can be arranged via the Archdeacon’s PA. Please contact [carmel.dylak@leeds.anglican.org](mailto:carmel.dylak@leeds.anglican.org)

## ***APPENDIX: Our Diocesan Strategy***

### **Barnabas Encouraging Confidence**

The Diocese of Leeds is committed to building **confident Christians** who are part of **growing churches** and helping to **transform communities**.

As followers of Jesus, we are called to **share the Good News**, serve others and make a positive difference in our communities. To help us do this, we need to be **confident** in our faith, in our churches and in the future.

Over the next 10 years, we are focusing on four key areas:

- **Confidence in our Mission** – Helping churches understand their purpose and make the best use of their buildings, time, and resources.
- **Confidence in our Future** – Ensuring the diocese remains sustainable, effective, and well-prepared for the years ahead.
- **Confidence in our Leadership** – Supporting and equipping everyone who serves in our churches.
- **Confidence in our Witness** – Encouraging and empowering people to share the Good News of Jesus, especially with children and young people.

These **four pillars will guide everything we do from Church House**, helping us work together and support the diocese more effectively.

### **What is Barnabas: Encouraging Confidence?**

Barnabas: Encouraging Confidence is a strategy designed to **support churches in their mission**.

Diocesan teams (and we hope Churches across the diocese) are focused on ensuring their work supports increasing confidence in the 4 areas of mission, future, leadership and witness.

It goes even further through seeking and using additional funding from the national church to provide resources and targeted initiatives which can help churches to **grow, adapt, and thrive**. A

dedicated **Barnabas Programme** team will oversee this, working with wider diocesan teams to ensure we get alongside parishes, offering guidance and practical support.

The name **Barnabas** is inspired by the early church leader who encouraged and strengthened others in their faith. In the same way, this strategy aims to **build up** and **equip** churches so they can

move forward with confidence.

As we step forward, we do so with a shared commitment to seeing our churches and communities flourish.