



Associate Vicar of Greengates, Idle & Wrose

ROLE DESCRIPTION

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

Date: December 2023

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Associate Vicar for the Parishes of Greengates, Idle & Wrose
Name of benefices:	St John's Greengates, Holy Trinity Idle, St Cuthbert Wrose
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Outer Bradford
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

General

- To share with the Bishop and the Vicar of Idle both in the cure of souls in these three parishes 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 Greengates, Idle and Wrose, north-east Bradford 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 five goals of the Diocesan Strategy (see Appendix);
- To undertake any duties that may reasonably be required of the role.

Specific

There are three particular priorities for the incoming Associate Vicar, working under the overall leadership of the Vicar of Idle:

1. To provide clear and enabling leadership at St John's Greengates and St Cuthbert's Wrose, which will grow the churches numerically as well as spiritually and in service to its local community, reimagining ministry with a 'mixed economy' of new forms of church and worship alongside traditional ones and developing pathways to take lay discipleship and lay leadership on to the next level. They will therefore need excellent teaching, community engagement, team building and team leadership skills.
2. To take the lead in Greengates and Wrose, and more widely across the parishes of north-east Bradford, in pioneering new mission work planting and developing appropriate forms of worship and church which meet at accessible times and places **either** among people moving into new housing developments **or** on less well-reached social housing estates;
3. To work co-operatively with clergy and other colleagues across north-east Bradford, sharing good practice in the area of leadership agreed in 2. above, and welcoming insights and expertise from colleagues who can contribute pioneering leadership for the other possible focus for new mission work.

3 Key Working Relationships

In the parishes

- Vicar of Idle
- Other Assistant Clergy
- Church Wardens
- Interim Ministers at Eccleshill and Thorpe Edge
- Operations Manager (Idle) and Administrator (Wrose & Greengates)
- Mission Apprentices
- Youth Worker
- Readers
- The Parochial Church Councils

More widely

- 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
- 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 Comments

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For this post, we are seeking an enabling leader with a track record of church growth, both numerically and spiritually, who has a joyful and confident faith. We want to appoint someone who loves Jesus and loves people, who can work with the congregations to reimagine ministry in the light of new opportunities, grow the churches, develop confident discipleship, and sustain and develop engagement with the local communities.

Holy Trinity Idle is one of six Resourcing Churches within the Bradford Episcopal Area that together have been granted nearly just over £1.8 million in strategic development funding from the Church Commissioners over the period from 2019 to 2027. A key part of this funding is to provide Operations Management support to the Resourcing Churches, and a series of 2-year

part-time Mission Apprentices to develop areas of mission and ministry. In return, the Resourcing Churches are expected to generously share resources with neighbouring parishes and to graciously send people to help revitalise and plant churches.

Holy Trinity has been supporting St John's Greengates for the past 6 years, particularly in helping to plant a new Sunday afternoon congregation, St John's Community Church, which is now much more self-sufficient. Three years ago, the opportunity was taken to set up a ministry team to work across the three parishes of Greengates, Idle and Wrose under the leadership of the Vicar of Holy Trinity Idle. The three parishes are home to c27,000 people, and have a range of contexts and opportunities. Greengates is in the top 8% of most deprived parishes nationally, with a mix of outer estate housing as well as new builds aimed at commuters using nearby Apperley Bridge station. Wrose is the top 16% of most deprived parishes in the country. Idle has more of an urban village feel. There are large numbers of young people in the parishes. Hence there are many schools – including a Church of England primary school and secondary school. Considerable effort has gone into developing ministry in these schools.

Shared priorities to continue the work of revitalisation in Greengates and Wrose parishes are:

- continuing the good work of outreach to children, young people and families;
- offering support and encouragement to gifted lay leaders;
- deepening the engagement with community and uniformed organisations.

At Greengates, there is also a need to support the work seeking to develop the church buildings.

New build and social housing estates are ministry contexts common to Greengates, Idle and Wrose, as well as the neighbouring parishes of Eccleshill and Thorpe Edge, for which we are also seeking new clergy to come and serve. In total, we have 2.5 vacant posts in north-east Bradford, and we therefore have the opportunity to look at the current and emerging mission and ministry needs across these parishes and consider the area as a whole. Holy Trinity Idle, was designated a Resourcing Church in 2019 and is receiving Strategic Development Funding from 2019-2027 to support revitalisation work in north-east Bradford. Holy Trinity is therefore well-placed to offer support across this wider geography. Furthermore, a Bishop's Mission Order exists across north-east Bradford for Sorted, a youth church started 20 years ago aimed at unchurched young people from harder to reach backgrounds.

Conversations between key lay and clergy leaders in North-East Bradford have identified:

- A strong desire to work more closely together, including subsequent pastoral reorganisation;
- A recognition that there are significant unreached communities across the area;
 - Some of these areas are long-standing social housing estates;
 - Some of these areas are major new housing developments;
- An opportunity to use the 2.5 posts available flexibly to enable us to recruit people with specialisms in pioneering mission in new housing developments and on social housing estates, with the expectation that this expertise would be offered across the whole area from a base at one (or two) of the existing churches.

We envisage stipendiary ministry across north-east Bradford as combining both a proper focus on the needs of an individual parish, as well as both offering and receiving particular skills to and from neighbouring parishes. The three priorities for this role (see Specific Responsibilities above)

sit within a framework formed by four goals for the wider area of North-East Bradford (which includes Interim Ministries being established for the nearby parishes St Luke's, Eccleshill and St John's Thorpe Edge).

1. Develop and implement a plan to engage with people living in the less well-reached social housing in North-East Bradford;
2. Develop and implement a plan for mission amongst the people living and moving into the new housing developments in North-East Bradford;
3. See the clergy, PCCs and church congregations in north-east Bradford working ever more closely in taking forward the above two tasks, and to develop appropriate possible structural changes, including pastoral re-organisation, which will support this better;
4. Strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

The other new roles are for Interim Ministers. Their interim nature allows all parties to decide the best way forward, and the shape of the clergy's roles, after the initial period of up to three years. A monitoring process is being put in place, with a review point at the end of two years at the latest, to assess progress and to enable a decision to be taken as to whether the Interim Ministry arrangements should be extended, made permanent or the appointments reviewed and changed. This will allow the decision to be implemented during the third year of the interim post. The criteria for the reviews would be based on the objectives set for the respective Interim Ministries, which relate to the above priorities for North-East Bradford.

This Associate Vicar role is licensed to the three parishes of Greengates, Idle and Wrose, with a responsibility to foster and promote deeper partnership between the parishes. The role of Associate Vicar can be seen as leading from the "second chair". This involves supporting the Vicar in his overall leadership and guardianship of vision, while being able to offer leadership with particular congregations or aspects of ministry across the parishes. This role involves implementing the overall vision for the parishes.

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 Deanery of Outer Bradford is comprised of parishes with a similar demographic to Wrose, Greengates and Idle, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new Associate Vicar will therefore find a group of creative and supportive colleagues in the Deanery chapter, all of whom will be deeply 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 Outer Bradford, and across the Episcopal Area.

The accommodation offered will be Wrose Vicarage 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.

APPENDIX: FIVE STRATEGY GOALS

Goal 1: Thriving as a distinctive diocese whose culture is shaped by a shared vision and values

"Speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ". Ephesians 4:15 (NIV)

- a) With Christ as our model for "Loving, Living and Learning", to be energised by what it means to be part of the Diocese of Leeds and to see the diocese as "us" rather than "them": a body of maturing Christians with a shared story to tell and a distinctive part to play.
- b) To be committed to the safeguarding, care and nurture of everyone within our community, and to God's creation.
- c) To work as part of a diocese that, because of its scale, is making a unique contribution to building the Kingdom of God, while operating at a local level in every parish and episcopal area.

Goal 2: Reimagining ministry

"Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up". Ephesians 4:11-12 (NIV)

- a) To promote the flourishing of a varied range of models of ministry that are missionally appropriate to context, faithfully yet imaginatively Anglican and financially sustainable.
- b) To work confidently in fruitful clergy/lay partnerships
- c) To actively promote the numerical growth of the church in your care
- d) To work with partners in the local communities to promote evident signs of transformation.

Goal 3: Nurturing lay discipleship

"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters". Colossians 3:23 (NIV)

- a) To enable all members of your congregations to mature in their calling as Christians in the whole of their lives and take seriously the five marks of mission¹;

¹ *To proclaim the Good News of the Kingdom. To teach, baptise and nurture new believers. To respond to human need by loving service. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.*

- b) To provide pathways for more people to come to Christian faith, reflected in the number of baptisms and confirmations, including teenagers.
- c) To provide and promote nurture courses for enquirers and those new to faith;
- d) To promote small group participation as the norm for mutual pastoral care, Bible study, growth in faith, and outreach;
- e) To encourage and enable people to express their Christian faith confidently outside church;
- f) To promote the prayer life of the church and individuals to underpin all the above.

Goal 4: Building leadership pathways

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others”. 2 Timothy 2:2 (NLT)

- a) To share with the Diocese in attracting, discerning, recruiting, training and continuously developing lay and ordained leaders, from informal exploration to accreditation.
- b) To take responsibility for your own vocational development, and to encourage others to do so, making use of diverse opportunities.
- c) To develop and promote the leadership potential of people of all ages.

Goal 5: Growing young people as Christians

“Jesus grew in wisdom and in stature and in favour with God and all the people”. Luke 2:52(NLT)

- a) To create and sustain a welcoming, enriching and safe worshipping community for children and young people.
- b) To provide a supportive context for children and young people to mature in Christian faith and to live out that faith in practice.
- c) To contribute to the well-being and faith development of children in the schools in the parishes and for Church schools to provide every child with an opportunity to encounter Christ and the Christian faith in a way which enhances their lives.