



Interim Community Priest – Thorpe Edge (part-time, 0.5 stipend)

ROLE DESCRIPTION

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

Date: October 2023

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Community Priest
Name of benefices:	Benefice of Greengates and Thorpe Edge
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 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 parish of Thorpe Edge 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 four particular priorities for the incoming interim community priest:

1. To provide clear and enabling leadership at St John's Thorpe Edge, which will grow the church 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 build on the existing effective ministries with families, young people and children as well as those with other people who access the church's café, day centre and community hall to grow new disciples.
3. To develop active and visible relationships within the community of Thorpe Edge in creative ways, both personally as an individual and also through the congregation. S(he) should be able to engage strategically with the life of the community, developing relationships (for example) with the Rockwell Centre, local organisations and civic leaders.
4. To work co-operatively with clergy and other colleagues across north-east Bradford, sharing good practice, and welcoming insights and expertise from colleagues who can contribute pioneering leadership for mission on social housing estates.

These four priorities sit within a framework formed by the following five specific objectives for the period of interim ministry being established for St John's, Thorpe Edge, which themselves are part of a plan for the wider area of North-East Bradford (which includes interim ministry at the nearby parish of St Luke's, Eccleshill). These are:

:

1. To provide clear and enabling leadership at St John's Thorpe Edge, which will foster growth numerically as well as spiritually and in service to the local community;
2. To build on existing relationships with Messy Church families, users of the café and others engaging with activities at the church to grow new disciples;
3. To help shape and implement a plan for mission and ministry with people living in the less well-reached social housing in the North-East Bradford area;
4. To work ever more closely with clergy, PCCs and church congregations in north-east Bradford in taking forward the above tasks, and to develop appropriate possible structural changes, including pastoral re-organisation, which will support this better;
5. To strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

In addition, the person appointed will be the senior Anglican priest at Thorpe Edge. They will also be the Training Incumbent for any curate deployed to the parish.

3 Key Working Relationships

- The Bishop of Leeds
- The Bishop of Bradford (with responsibility for the Bradford Episcopal Area)
- The Archdeacon of Bradford
- The Vicar of Holy Trinity Idle and other neighbouring clergy and lay leaders
- 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

- Other 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

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.

St John's Thorpe Edge is an urban parish of just over 5000 people in north-east Bradford, and is in the top 2% nationally in terms of overall deprivation. It comprises a large social housing estate, with the church buildings at its heart, as well as some new-build housing. It forms a benefice with the parish of St John's Greengates, but for the latter part of the outgoing priest's ministry she became part-time and relinquished her role at Greengates.

St John's has a long-standing and deep commitment to its local community. For example, its buildings include a day centre which hosts two groups, as well as a Community Café which provides very low-cost warm meals. The Community Hall is well used by local community groups. The church has also run a bedding bank to help local families in need. There are good relationships with other key community groups, including the Rockwell and Springfield Community Centres.

Social housing estates are ministry contexts common to other parishes in north-east Bradford, particularly Eccleshill, Greengates, Idle and Wrose, 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 alongside Thorpe Edge and consider the area as a whole. Another nearby parish, 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. Sorted's office base is at St John's.

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.

Following the appropriate and necessary consultations locally and within the Diocese, the right of presentation of a new incumbent has been suspended at Thorpe Edge, (as well as at Wrose, Greengates and Eccleshill) and an interim ministry appointment is being progressed for an initial period of three years. This will allow the space and time to focus on the specific questions which need addressing for St John's and the wider area, carefully manage such change as is needed, and begin to take forward the pioneering mission opportunities across the wider north-east Bradford area. Pastoral reorganisation is a possibility in the area, and the post-holder may therefore need to engage with discussions about proposals for new parochial arrangements.

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. From the perspective of the Episcopal Area, we see five specific tasks for the interim ministry at Thorpe Edge:

1. To provide clear and enabling leadership at St John's Thorpe Edge, which will foster growth numerically as well as spiritually and in service to the local community;
2. To build on existing relationships with Messy Church families, users of the café and others engaging with activities at the church to grow new disciples;
3. To help shape and implement a plan for mission and ministry with people living in the less well-reached social housing in the North-East Bradford area;
4. To work ever more closely with clergy, PCCs and church congregations in north-east Bradford in taking forward the above tasks, and to develop appropriate possible structural changes, including pastoral re-organisation (particularly for Thorpe Edge and Greengates), which will support this better;
5. To strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

The interim nature of this role 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. In common with all our Interim Ministry appointments, a monitoring process will be put in place, involving a quarterly meeting with the Archdeacon and a review point at the end of two years at the latest. This will enable a decision to be taken as to whether the arrangement should be extended, made permanent or the appointment reviewed and changed. This will allow the decision to be implemented during the third year of the interim post. The criteria for the review would be based on the five tasks listed above.

The post comes with a half-stipend and housing, for which the post-holder will work Sundays and three other days a week. Given the part-time nature of this post, the post-holder will need to focus their available time strategically to inspire and develop others into ministry and leadership alongside themselves. The accommodation offered is the Vicarage, Northwood Crescent, Thorpe Edge, Bradford, BD10 9HX.

The Deanery of Outer Bradford is comprised of parishes similar to Thorpe Edge, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new Interim Community Priest 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. The new post holder will therefore be expected 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.

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 Thorpe Edge 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 DIOCESAN 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 the parish
- 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 the congregations to mature in their calling as Christians in the whole of their lives and take seriously the five marks of mission¹;
- 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 parish and to provide every child with an opportunity to encounter Christ and the Christian faith in a way which enhances their lives.

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.*