



## Interim Priest in Charge of St Luke's Eccleshill (full-time 3 years)

### 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): **Interim Priest in Charge of Eccleshill St Luke**

Name of benefices: Eccleshill

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 Eccleshill 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 interim priest in charge:

1. To provide clear and enabling leadership at St Luke's, 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 take the lead in Eccleshill, 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** on less well-reached social housing estates **or** among people moving into new housing developments;
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.

These three priorities sit within a framework formed by the following five specific objectives for the period of interim ministry being established for St Luke's, Eccleshill, 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 John's, Thorpe Edge). These are:

1. To develop and implement a plan to engage with people living in the less well-reached social housing, especially Ravenscliffe estate, as well as Fagley;
2. To develop and implement a plan for mission amongst the people living and moving into the new housing developments in the parish;
3. To work ever more closely with clergy, PCCs and church congregations in north-east Bradford in taking forward the above two tasks, and to develop appropriate possible structural changes, including pastoral re-organisation, which will support this better;
4. To determine whether the parish's finances can be built up sufficiently to sustain the deployment of a full-time vicar in future;
5. To strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

The person appointed will also be the senior Anglican priest at Eccleshill. 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 Luke's Eccleshill is a large urban parish in north-east Bradford, with a growing population through new housing developments. There are six primary schools in the parish, including the adjacent St Luke's Church of England (VC) who come to the church for a weekly service. The

church has shown a commitment to meeting local needs through a long involvement as a distribution point for Bradford North Foodbank and more recently through offering the church as a Warm Space.

The Parish of Eccleshill has recently become vacant after a ministry of 22 years from the previous incumbent. Often, after lengthy periods of continuous ministry from a previous vicar, there are searching questions - some new, some long-standing - that must be addressed, such as how much of the whole parish is being reached with the gospel, how to build greater financial strength and whether to continue as a standalone parish. The answers to these questions usually require considerable change, which needs to be carefully managed. In particular, St Luke's faces two particular challenges: engaging with people moving into the newly built homes as well as those already living in the large social housing estate of Ravenscliffe as well as Fagley.

New build and social housing estates are ministry contexts common to other parishes in north-east Bradford, particularly Greengates, Thorpe Edge, 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 Eccleshill 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.

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.

Hence, following the appropriate and necessary consultations locally and within the Diocese, the right of presentation of a new incumbent has been suspended at 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 at St Luke's, carefully manage such change as is needed, and begin to take forward the pioneering mission opportunities across the wider north-east Bradford area.

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 Eccleshill beyond the normal demands of parish ministry:

1. To develop and implement a plan to engage with people living in the less well-reached social housing, especially Ravenscliffe estate, as well as Fagley;

2. To develop and implement a plan for mission amongst the people living and moving into the new housing developments in the parish;
3. To work ever more closely with clergy, PCCs and church congregations in north-east Bradford in taking forward the above two tasks, and to develop appropriate possible structural changes, including pastoral re-organisation, which will support this better;
4. To determine whether the parish's finances can be built up sufficiently to sustain the deployment of a full-time vicar in future;
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 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 review would be based on the five interim ministry objectives above.

The Deanery of Outer Bradford is comprised of parishes similar to Eccleshill, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new interim Priest-in-Charge 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 Eccleshill Vicarage, Fagley Lane, Bradford, BD2 3NS, which is described in the Parish Brochure. Prior visits, if necessary, can be arranged via the Archdeacon's PA: [carmel.dylak@leeds.anglican.org](mailto: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 churches 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 mission<sup>1</sup>;
- 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;

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<sup>1</sup> *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.*

- 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.