

Associate Vicar (part-time) for Girdlington, Heaton & Manningham

**ROLE DESCRIPTION**

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

Date: March 2018

To be reviewed 6 months from appointment and 3 yearly thereafter

**1) Details of post**

Role title (as on licence):	Associate Vicar, Parish of Girdlington, Heaton & Manningham
Name of benefices:	Benefice of St Philip's Girdlington, St Barnabas Heaton, St Martin's Heaton & St Paul's Manningham
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Inner Bradford
Initial point of contact on terms of service:	Vicar of Girdlington, Heaton & Manningham

**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 Girdlington, Heaton & Manningham by:
  - helping to lead the congregations into growth in depth of discipleship, in numbers and in service to their local communities;
  - collaborating with other local churches in showing the love of God revealed in Jesus Christ in ways accessible to people of different faiths and no faith;
  - discovering opportunities to work with the people of Girdlington, Heaton & Manningham, of any faith and none for the 'common good' of the local neighbourhood as a whole;

- continuing and developing the productive partnership with the local primary schools and secondary schools;
- exploring new informal styles of worship and communication, making use of modern media techniques;
- encouraging Christian stewardship of people's time, money and abilities so that the ministry of the church is strengthened and enabled.

### **Specific Responsibilities**

The person appointed will be licensed to this new parish that came into being on 1 July 2018, and will be expected to work with each of the congregations of the four churches and across the whole area. (S)he will be the Priest who is the pastoral focus for St Philip's, Girdlington, having day-to-day responsibility for encouraging the numerical and spiritual growth of the congregation there, and for supporting existing leaders and helping to develop new lay leadership. There will be opportunity to develop other areas of interest and leadership not set out here. These will be agreed with the Vicar.

### **Leadership and worship**

- To take an active and prime role in planning worship ensuring that the diversity of congregations and their worship reflect the breadth of those God is calling (with a special reference to children, young families and young people);
- To participate in the regular Team staff meeting.

### **Community**

- To help the churches to be more visible in the community, so that more people may know and experience God's love;
- To work with colleagues in connecting with schools, community groups, care homes, businesses and welcoming new arrivals to the country.

### **Evangelism and witness**

- To help develop the centrality of evangelism and witness at the heart of church life;
- To create opportunities for individuals to discover God's love for them and choose to become followers of Jesus Christ;
- To help lead Christian discipleship courses and encourage a culture of sharing stories of people coming to and growing in faith;
- To extend a culture of welcome and discipleship across the congregations, both existing and fresh expressions of church, especially to those who have not been previously part of a worshipping community.

### **Pastoral Care and Occasional Offices**

- To share in weddings, funerals, baptisms and other pastoral offices across the parishes;
- To share in pastoral care across the parishes while leading and co-ordinating this for St Philip's Church.

### **Personal Development**

The ongoing development growth and flourishing of all members of the Team is of central importance, with shared responsibility between the person appointed, Vicar and other colleagues to ensure sufficient time is dedicated to personal development.

## **Duties within the Diocese**

As part of the Girdlington, Heaton and Manningham staff team, this post is in the Inner Bradford Deanery in the Episcopal area of Bradford, in the Diocese of Leeds. Duties include:

- adhering to the responsibilities, guidelines and procedures of the Diocese as detailed in Terms of Service and The Clergy Handbook;
- attendance at meetings of the chapter and deanery and the episcopal area forums;
- attendance at meetings of the Post of First Responsibility programme, as appropriate.

## **3) Key Working Relationships**

### *Generic*

Anglican Ministerial colleagues in Girdlington, Heaton and Manningham Team, both clergy and lay.

Churches Together in Girdlington, Heaton and Manningham

### *Specific*

Vicar, Associate Vicar, other clergy and other Ministers of churches in the area.

### *Supportive:*

- The Area Dean
- The Archdeacon of Bradford
- The Bishop of Bradford
- The Diocesan CME officer
- The Bishop's Advisers in Evangelism
- Leading your Church into Growth (the course and mentoring)
- Human Resources Manager, Diocesan Office
- Clergy Counselling Support

## **4) Archdeacon's Comment**

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

This new parish has begun a new era of mission and ministry. Discussions over the last two years have led to a new "Superparish" being formed - a united Anglican parish of Girdlington, Heaton and Manningham with a ministry team to serve and lead this new venture. The Pastoral Scheme to legally create the new parish came into effect on 1<sup>st</sup> July 2018. The agreed stipendiary staffing for the proposed new parish comprises three posts: a full-time Vicar, a full-time Associate Vicar, and a part-time (half stipend plus house) Associate Vicar.

The person appointed to this role needs to be spirituality mature and live well with paradox:

- The paradox of being an Associate Vicar in a new Parish of Girdlington, Heaton and Manningham with all the freedoms and responsibilities that brings, whilst working in partnership with the Vicar to whom you are responsible on a day today basis;
- The paradox of offering stable and consistent leadership of the existing congregations whilst also reflecting on how God may be calling us to innovate;
- The paradox of listening deeply to others and working collegially, whilst being a decisive leader who is unafraid to make difficult decisions.

The ministry model for the “superparish” of Girdlington, Heaton and Manningham allows each of the stipendiary clergy to be responsible for one of the churches whilst sharing in the mission across the area. This is a team role requiring close collaboration with ordained and lay members across the different churches.

The Bradford Episcopal Area has some flagship examples of ministry in the inner city where those of the Muslim faith are in the majority. This particular post sits in the context of developing appropriate forms of worship, evangelism, mission and church for deprived “presence and engagement” areas. As such it requires a priest with a pioneering mindset and a heart for this type of community.

One of the distinguishing features of “superparish” arrangements is the decision to see different streams of Christian tradition as being fundamentally complementary rather than alternative. Consequently, Christians can offer their view of the church and mission as one expression amongst several and enquirers and social activists can choose which resonates best for them. This ‘menu’ or ‘mixed economy’ allows a respect for the incompleteness of all of our particular understandings of the way God is known in Jesus Christ in today’s world and at the same time encourages each tradition or stream to play fully to its strengths.

The post comes with a half-stipend and housing, for which the post-holder is expected to 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 work with others. Priority should therefore be given to enabling and developing lay ministry and leadership in developing evangelism, mission and worship for these inner city communities.

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 parishes. Experienced mentors and training are available to new incumbents to make the most of LYCiG and JSP.

The Deanery of Inner Bradford, now a year old, is comprised of parishes with a similar demographic to Girdlington, Heaton and Manningham, 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.