

Vicar of Oakworth (part-time, 0.5 stipend)

ROLE DESCRIPTION

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

Date: June 2020

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Incumbent of Oakworth
Name of benefices:	Oakworth
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Aire and Worth
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

Specific

There are three particular priorities for the incoming incumbent:

- a) To provide enabling leadership, which will grow the churches numerically as well as spiritually and in service to their 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, team building and team leadership skills.
- b) To support and extend effective ministry with families, young adults and children to grow young people as Christians, and to deepen existing links with the local Oakworth and Oldfield primary schools and the uniformed organisations.
- c) To develop active and visible relationships within the village in creative ways, both personally as an individual and also through the congregations. S(he) should be able to engage

strategically with the life of the community, developing relationships (for example) with Oakworth Village Society and Oakworth Community Trust, and contributing with others to a vision both for Oakworth, and for the place of the churches in Oakworth.

In addition, the person appointed will be the senior Anglican priest at Oakworth who will lead the ministerial team which comprises an SSM colleague, a retired priest with Permission to Officiate and two Readers. They will also be the Training Incumbent for any 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 parish of Oakworth 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 below);
- To undertake any duties that may reasonably be required of the role.

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 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.*

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

Supportive:

- Clergy Counselling Support

4 Archdeacon's Comment

Our vision as a Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. In appointing to this post, we are therefore looking for someone who is both visionary and enabling, with the capacity to lead into a new era of growth. The new incumbent will have a joyful and confident faith which has inspired a track record of church growth, both numerically and spiritually.

Oakworth is a valued parish within the Bradford Episcopal Area and the Diocese of Leeds. The village has expanded over recent years, and new housing continues to be built. Giving residents the opportunity to discover Jesus and the life of the local church will remain an important task for the immediate future.

There is a good ministry team in place. Together with the PCC, they have responded well to the challenges posed to them by the covid-19 pandemic, sustaining new forms of worship on-line and establishing new ways of providing pastoral care. The finances and buildings of both Christ Church and St John's are in good order. Christ Church has recently been reordered, making it a more attractive building for holding events with the community, and there are plans to further improve the facilities there. Other recent positive developments include the development of stronger relationships with other organisations in the village, such as the Oakworth Community Trust and Oakworth Village Society. The next stage will be to build on these to develop further regular work with young families.

We are looking for an enabling leader, who can work with the congregations to keep growing the churches, developing confident lay discipleship, and increasing the profile and engagement of the church within Oakworth and the local community in creative ways.

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 three specific priorities identified above are ones which we expect the new incumbent to address themselves, but alongside colleagues and others from the churches, growing them in confidence and capability. There are other areas identified in the parish profile as needing attention – for example, progressing the next stage of buildings development at Christ Church, addressing isolation and mental health issues. The key role for the vicar with regard to these is to support and encourage members of the congregations as they take responsibility for them.

There is a need to understand the particularities of St John's Newsholme, which is a privately-owned licensed place of worship. The PCC has been encouraged to review the service times during the vacancy to enable the new vicar to give time and attention to the needs of the congregations at both Christ Church and St John's on Sundays.

The Deanery of Aire and Worth, now nearly 3 years old, is comprised of parishes with a similar demographic to this benefice, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. Most of the incumbents have been appointed to the Deanery in the past three years. The new incumbent 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 Aire and Worth, 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 the Vicarage as detailed in the Parish Brochure. Prior visits, if necessary, can be arranged via the Archdeacon's PA: carmel.dylak@leeds.anglican.org