

Priest-in-Charge (0.5 stipend) of St Chad's Toller Lane
ROLE DESCRIPTION

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

Date: May 2024

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Interim Minister of St Chad's Toller Lane
Name of benefices:	Benefice of St Chad's Toller Lane, Bradford
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Inner Bradford
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

Specific

Thanks to a generous three year grant from the Additional Curates Society (ACS), we are able to make a 0.5 stipend appointment of a priest-in-charge (three days a week plus Sundays) for an initial period of three years. This timescale offers a helpful impetus to continue progressing the main emphases of the Interim Ministry, namely:

- Providing further evidence that the church can flourish, with growth and sustainability;
- Agreeing and implementing changes needed to develop and establish St Chad's as a Catholic centre of worship and mission within the Diocese;
- Contributing to thinking about the best provision within the city of Bradford for worship and pastoral provision with Extended Episcopal Oversight for Anglicans who are not persuaded by the Church of England's decision to ordain women – including any possible pastoral reorganisation which might support this;
- Helping the parish to play an appropriately full part in the life of the deanery, wider Episcopal Area and Diocese, in particular working with the neighbouring parish of Gillington, Heaton and Manningham in reaching out to the local community, not least through schools.

General

Alongside these specific priorities are the usual duties of a parish priest:

- 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 St Chad’s 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.

3 Key Working Relationships

- The Bishop of Leeds
- The Bishop of Bradford (with responsibility for the Bradford Episcopal Area)
- The Bishop of Wakefield
- 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
- 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 Comment

St Chad's is an inner city parish with a predominantly Asian Muslim population, and (according to Church Urban Fund statistics) is one of the top 1% most deprived in England. Nearly 90% of the population are of global majority heritage and nearly 40% of adults have no qualifications. The rates of pensioner poverty are also amongst the highest in the Diocese of Leeds.

The Diocese of Leeds is committed to retaining an engaged presence in such challenging contexts. We are also committed to ensuring that a flourishing, viable and welcoming ecclesial presence in the Catholic tradition of the Anglican church continues in the Bradford Episcopal Area. St Chad's, with its strong traditional Anglican Catholic heritage, is one of two parishes in the city of Bradford that have passed a resolution the Bishops and Priest (Consecration and Ordination of Women) Measure of 2014.

The church building and its adjacent modern church hall are both in good condition, and new infra-red heating has recently been installed in the church. A ministry of some 47 years from a previous vicar ended in 2016, after which the church has had Interim Ministry. The objectives for the Interim Ministry included assessing whether the future of St Chad's lay more in being a centre of Catholic worship and mission within the Diocese of Leeds, or in focusing on its immediate parish context in outreach and service. Some growth was seen from the former, supported by improvements to the parish website, and 90% of those on the electoral roll now live outside the parish. However, the PCC has also retained a commitment to the latter.

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ so that churches grow and communities are transformed. For this post, we are seeking a priest with a joyful and confident faith which can inspire church growth, both spiritually and numerically. We are also seeking someone who is able to lead this congregation with love and sensitivity through challenging times, navigate St Chad's distinctive liturgical practices with skilful reverence, and manage required changes well.

Thanks to a generous three year grant from the Additional Curates Society (ACS), we are able to make a 0.5 stipend appointment of a priest-in-charge (three days a week plus Sundays) for an initial period of three years. This timescale offers a helpful impetus to continue progressing the main emphases of the Interim Ministry namely:

- Providing further evidence that the church can flourish, with growth and sustainability;
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In view of the time-limited funding, an appropriate monitoring process will be put in place, with a review point at the end of two years at the latest, so consideration can be given to what should happen when ACS's current generous grant ends (for example there is a possibility of the grant being extended).

The Deanery of Inner Bradford is comprised of parishes with similar demographic profiles to St Chad's, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new 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. He will therefore be expected 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

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, on the church site in St Chad's Rd, 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;
- 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.

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.*

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 to provide every child with an opportunity to encounter Christ and the Christian faith in a way which enhances their lives.