



Interim Associate Vicar of Tong & Laisterdyke (full-time 3 years)

ROLE DESCRIPTION

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

Date: June 2023

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Interim Associate Vicar of the Parish of Tong and Laisterdyke
Name of benefice:	The Benefice of Tong and Laisterdyke
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Outer Bradford Deanery
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

Specific

The person appointed will take forward two particular specific interim objectives:

1. Grow contextually appropriate worshipping communities / fresh expressions of faith in the urban priority areas of Laisterdyke and Tyersal, building relationships with contacts developed through the church's community ministries as well as other organisations in the parish, exploring the good news of Jesus Christ with them to help them and others embrace the fullness of life available in Him.
2. Have specific responsibility for the church of St James Tong, supporting and nurturing the community and being part of the St James Restoration Team, and particularly to explore how mission and ministry can best flourish in Tong, including possible partnership with the neighbouring Benefice of Drighlington and Gildersome.

(S)he will also:

1. Facilitate with the Vicar of Tong and Laisterdyke and other leaders the identification of God's vision and new initiatives for ministry and mission in Tong and Laisterdyke, building upon the experience and achievements so far;
2. Work under the overall leadership of the Vicar of Tong and Laisterdyke, and be the lead Anglican priest at St Mary's Laisterdyke, and St James' Tong;
3. Share in the worshipping life of the congregations across the Parish, usually leading 2 Sunday congregations each Sunday and sharing in the leadership of the missional congregations throughout the month.
4. Sharing in the variety of Occasional Offices across the Parish.
5. A range of other leadership possibilities exist, to be negotiated with the incumbent dependent on interest, ability and experience.

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 Tong, Holmewood and Laisterdyke 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 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
- Staff, volunteers and trustees from Primetime at the Vine (the Partnership Charity that operates out of St Mary's Church buildings).

- St James' Restoration Team (made up from members of the church and the wider community of Tong Village, and the Tong Village Community Association.
- 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
- Leaders of other community groups

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

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 is an exciting and pioneering parish, punching well above its weight, with opportunities for developing good practice to be shared nationally. The parish includes the huge housing estate of Holmewood with serious levels of multiple deprivation, a small church set in Laisterdyke, one of the most deprived areas in England, and the small and delightful village community of Tong with a historic listed church building. There is long history of creativity and innovation in the parish, and the congregations are "up for it" in terms of engaging enthusiastically with new initiatives. Ministry in this parish has happily married a holistic, practical and effective love for people in their context with a clear Christian commitment to help people come to personal faith in Christ. The post holder will need to continue to hold these aspects together as people are helped to come to faith. Alongside the experienced Vicar, this is a good moment to join in the development of new ways of proclaiming the Kingdom of God, building on the best of the former praxis and also identifying new ways forward.

This is a fascinating challenge for someone with a heart for mission and a passion to stand alongside the very poor and work with them to address both the causes and consequences of poverty, as well as helping the more affluent to value and engage in their communities and grow in faith. Experience of working in deprived contexts before applying for this post is invaluable. This missional appointment requires whole-hearted immersion in the life of the local churches.

In Laisterdyke, the community project based at the Vine is a key asset and partner in the parish's mission, with an open door for the church. There is also potential to plant a fresh expression of church in the Working Men's Club in Tyersal.

The village of Tong looks and feels very different from the rest of the parish. It will be important to explore how best mission and ministry can flourish there, and whether a fruitful partnership (which might lead to pastoral reorganisation) can be developed with the neighbouring village of Drighlington and the benefice of Drighlington and Gildersome.

There are some great leaders already ministering in the parish. It is important to bring on more leaders, offering them appropriate training and opportunities to exercise their developing ministry.

Key challenges therefore include

- Adopting an appropriate hands-on 'alongside' model of leadership which is both clear and decisive and draws out the gifts of the willing people in the church and projects.
- Exercising wisdom and skill in managing change well, with good negotiation skills.
- A creative thinker, who is able to think outside of the box to help identify opportunities and creative solutions.
- Placing church growth at the centre of the agenda. The future impact upon these communities depends upon people becoming new Christians from local communities who can grow into leadership.

- Developing new contextually appropriate worshipping communities / fresh expressions of church, which work together across the whole parish to build mutual support.

The role of Associate Vicar can be seen as leading from the “second chair”. This involves supporting the Vicar in their overall leadership and guardianship of vision, while being the lead priest in particular contexts or aspects of ministry. This role involves leading the implementation of the overall parish vision in St Mary’s Laisterdyke and St James Tong.

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.

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).

The accommodation offered will be St Mary’s Vicarage, Parsonage Road, Laisterdyke, Bradford, West Yorkshire, BD4 8PY. 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;

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.*

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