



## Interim Estates Church Planter for North East Bradford (0.5) and Interim Community Priest for Thorpe Edge (0.5)

### ROLE DESCRIPTION

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

Date: January 2025

To be reviewed 6 months from appointment and 3 yearly thereafter

### 1 Details of post

Role title (as on licences):	<b>Community Priest for Thorpe Edge North East Bradford Estates Church Planter</b>
Name of benefices:	Benefice of Greengates and Thorpe Edge Benefices of Eccleshill, Idle and Wrose,
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 Thorpe Edge, as well as those of Eccleshill, Greengates, Idle and Wrose, 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 – North East Bradford Estates Church Planter**

1. To take the lead across the parishes of north-east Bradford in developing leaders and teams to pioneer mission work planting and developing appropriate forms of new worshipping communities to reach those people and places not currently well-reached by the Church of England. In particular, this includes developing and implementing plans to engage at accessible times and places with;
  - a. people living in the less well-reached social housing in North-East Bradford;
  - b. people living and moving into new housing developments in North-East Bradford;
2. To work co-operatively with clergy and other colleagues across north-east Bradford, sharing good practice, and welcoming insights and expertise from colleagues who can contribute pioneering leadership for the other possible focus for new mission work.
3. To strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

### **Specific – Thorpe Edge**

The particular priorities for the incoming Interim Community Priest reflect the following five goals for the Interim Ministry:

1. To provide clear and enabling leadership at St John's Thorpe Edge, 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 build on the existing effective ministries with families, young people and children as well as those with other people who access the church's café, day centre and community hall to grow new disciples.
3. To develop active and visible relationships within the community of Thorpe Edge in creative ways, both personally as an individual and also through the congregation. S(he) should be able to engage strategically with the life of the community, developing relationships (for example) with the Rockwell Centre, local organisations and civic leaders.
4. To work co-operatively with clergy and other colleagues across north-east Bradford, sharing good practice, and welcoming insights and expertise from colleagues who can contribute pioneering leadership for mission on social housing estates.
5. To strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

In addition, the person appointed will be the senior Anglican priest at Thorpe Edge. 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.

Following a series of retirements, we had the opportunity 18 months ago to reimagine our approach to mission and ministry in the North East area of the Bradford Episcopal Area. This area includes the parishes of Holy Trinity Idle, St John's Greengates, St John's Thorpe Edge, St Luke's Eccleshill and St Cuthbert's Wrose. The five parishes share strong similarities in terms of context and demographics. In particular, these include new-build housing developments and social housing estates. Relationships have been strengthening considerably between the congregations, not least through sharing a week of prayer, Lent meetings and an Alpha course. Much credit for this goes to the vicar of Holy Trinity Idle and the Area Dean. As relationships and collaboration have deepened, so has the appetite to reorganise the parishes to find new structures which will reflect and support the patterns of mission, ministry and worship that develop in this next season. The new post-holder is expected to contribute to this process

Building on the closer relationships that have been developing between these five parishes, we were able to seek three new clergy, who would work collaboratively with each other, and with the Resourcing Church of Holy Trinity Idle to take forward mission across the whole area. The new roles have been designed to help take forward this spirit of collaboration and a shared approach to meeting the current and emerging mission and ministry needs across these parishes. Each stipendiary post across north-east Bradford combines a proper focus on the needs of an individual parish with offering and receiving particular skills to and from neighbouring parishes. The priorities for each post sit within a framework formed by four goals for the wider area of North-East Bradford.

1. Develop and implement a plan to engage with people living in the less well-reached social housing in North-East Bradford;
2. Develop and implement a plan for mission amongst the people living and moving into the new housing developments in North-East Bradford;
3. See the clergy, PCCs and church congregations in north-east Bradford working ever more closely in taking forward the above two tasks, and to develop appropriate possible structural changes, including pastoral re-organisation, which will support this better;
4. Strengthen relationships with the rest of the Outer Bradford Deanery, as well as the wider Episcopal Area and Diocese.

We have now recruited to two of the roles (a full-time Associate Vicar of Idle, Greengates and Wrose, and a part-time Priest-in-charge at St Luke's, Eccleshill). This post is the final one to fill.

### **Estates Church Planting**

Social housing estates and owner-occupied new build housing are ministry contexts common to the parishes in north-east Bradford. Over the past 18 months we have taken the opportunity to look at the current and emerging mission and ministry needs across these parishes and consider the area as a whole. 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. Sorted's office base is at St John's Thorpe Edge.

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 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.

The need here is for an enabling priest with an entrepreneurial spirit. While they may well be involved in leading one of the new worshipping communities themselves, this will be to model a leadership approach. (S)he will need to focus on creating and overseeing a mission plan for the whole area. To implement this plan, (s)he will need to grow new lay leaders and leadership teams, encouraging and coaching them as they plant new worshipping communities to realise our ambition to establish a worshipping and missional presence in every significant community and estate of North-East Bradford.

### **St John's Thorpe Edge**

St John's Thorpe Edge is an urban parish of just over 5000 people in north-east Bradford, and is in the top 2% nationally in terms of overall deprivation. It comprises a large social housing estate, with the church buildings at its heart, as well as some new-build housing. It forms a benefice with the parish of St John's Greengates, but for the latter part of the outgoing priest's ministry she became part-time and relinquished her role at Greengates.

St John's has a long-standing and deep commitment to its local community. For example, its buildings include a day centre which hosts two groups, as well as a Community Café which provides very low-cost warm meals. The Community Hall is well used by local community groups. The church has also run a bedding bank to help local families in need. There are good relationships with other key community groups, including the Rockwell and Springfield Community Centres.

Following the appropriate and necessary consultations locally and within the Diocese, the right of presentation of a new incumbent has been suspended at Thorpe Edge, (as well as at Wrose, Greengates and Eccleshill) and an Interim Ministry appointment is being progressed. This is for an initial period of three years, and could be renewed for a further period of up to three more years. This will allow the space and time to focus on the specific questions which need addressing for St John's and the wider area, carefully manage such change as is needed, and begin to take forward the pioneering mission opportunities across the wider north-east Bradford area. Pastoral reorganisation is a possibility in the area, and the post-holder may therefore need to engage with discussions about proposals for new parochial arrangements.

The post's interim nature allows all parties to decide the best ways forward, and the shape of the roles of the clergy working in the area, after an initial period of up to three years. In common with all our Interim Ministry appointments, a monitoring process will be put in place, involving a quarterly meeting with the Archdeacon and a review point at the end of two years at the latest. This will enable a decision to be taken as to whether the arrangement should be extended for up to three more years, made permanent or the appointment reviewed and changed (for example, to reflect emerging thinking about pastoral re-organisation). The decision could then be implemented during the third year of the interim post. The criteria for the review would be based on the goals for the Interim Ministry detailed under the **Specific Role Purposes** above.

The post combines two part-time roles. We are seeking one person to fulfil both roles, making the most of the synergies offered between them. Nevertheless, we are prepared to consider applicants for either one of the roles on its own. If taken separately, they come with a half-stipend and housing, for which the post-holder will work Sundays and three other days a week. In both roles, the post-holder will need to focus their available time strategically to inspire and develop others into ministry and leadership alongside themselves. The accommodation offered for the combined post is the Vicarage, Northwood Crescent, Thorpe Edge, Bradford, BD10 9HX.

The Deanery of Outer Bradford is comprised of parishes similar to Thorpe Edge, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new Interim Community Priest 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 Thorpe Edge Vicarage, 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](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 church 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.

Testings this out