

# Vicar for Lofthouse and Methley with Mickletown

Rothwell, Lofthouse, Methley with Mickletown, and  
Oulton with Woodlesford Team Ministry

## ROLE DESCRIPTION

### Details of post

|                                               |                                                                                                                                                                                                                                                   |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Role title (as on licence):                   | Team Vicar                                                                                                                                                                                                                                        |
| Name of benefice:                             | The Benefice of the Rothwell, Lofthouse, Methley with Mickletown and Oulton with Woodlesford Team Ministry                                                                                                                                        |
| Patron:                                       | The Team Patronage Board (The Bishop of Leeds; every Team Vicar in the Team; one representative of the Leeds Diocesan Board of Patronage)<br><i>(In every third turn out of four, the Crown as Duchy of Lancaster – not applicable this time)</i> |
| Episcopal area:                               | Kirkstall                                                                                                                                                                                                                                         |
| Archdeaconry:                                 | Archdeaconry of Leeds                                                                                                                                                                                                                             |
| Deanery:                                      | South Leeds                                                                                                                                                                                                                                       |
| Initial point of contact on terms of service: | Archdeacon of Leeds                                                                                                                                                                                                                               |
| Terms of Service:                             | full time                                                                                                                                                                                                                                         |
| Accommodation: (TBC)                          | The Vicarage, 8 Church Farm Close, Lofthouse WF3 3SA                                                                                                                                                                                              |

The main purposes of the role is to share in “*building confident Christians, growing churches and transforming communities*” in line with the Diocesan vision.

### KEY MISSION TASKS

The key mission priorities identified by the team clergy and PCCs are:

- Growing the churches – particularly growing a younger and more diverse church (youth, families with young children, and 20-45 year olds);

- Building the team identity – particularly by enabling every-member ministry and collaboration across the parishes;
- Strengthening the visible, inclusive presence of the churches in their communities.

## ARCHDEACON'S COMMENTS

Our vision as a Diocese is for confident Christians, growing churches and transforming communities. We are looking to appoint, support and resource confident clergy, equipping confident Christians to live and tell the good news of Jesus Christ. For all our appointments we are seeking clergy who have a joyful and confident faith which has inspired a track record of church growth.

The growth challenge for all our churches is:

- To grow congregations by intentional evangelism, including planting new worshipping communities;
- To grow people in depth of discipleship by promoting learning and spirituality, and by enabling and empowering people in every-member ministry;
- To grow the impact of churches in their local communities.

This Team Ministry across four churches was created in 2015. With their Team Rector Revd Canon Mark Umpleby (appointed in 2023) the churches have been growing closer to work as a team, with the right balance of collaboration and independence.

The benefice consists of four parishes, each with one church, spread across a wide area to the south east of Leeds.

The main responsibility of the role is as parish priest for Lofthouse (Christ Church) and Methley with Mickletown (St Oswald). The Team Rector takes main responsibility for Rothwell (Holy Trinity) and Oulton with Woodlesford (St John).

The Team Vicar will offer collaborative leadership with the Team Rector and lay colleagues, shaping and delivering a shared vision and strategy for growth across the benefice.

The Team Vicar will help the churches to create sustainable ways of working across the benefice, requiring a flexible approach to clergy responsibilities.

The congregations of the benefice have grown in confidence, positivity and capacity in recent years, and are looking forward to being led by a priest who will continue to enable every-member ministry and outward-looking mission.

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 the parsonage as detailed in the Parish Brochure. Prior visits, if necessary, can be arranged via Archdeacon Paul Ayers’ PA. Please contact [helen.allison@leeds.anglican.org](mailto:helen.allison@leeds.anglican.org)

## GENERAL RESPONSIBILITIES

- a) to share with the Bishop the cure of souls of the parish in your care;

- b) 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;
- c) to share in building up the Kingdom of God in the parish, in Leeds and across the Diocese.
- d) to promote the health of the Church and its growth in numbers, in spiritual commitment and in service to local communities;
- e) to have regard to the five goals of the Diocesan Strategy;
- f) to be supportive of the Leeds Resource Churches programme;
- g) to undertake any duties that may reasonably be required of the role.

## 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 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 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.

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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.

- 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 identifying, 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 a welcoming, enriching and safe worshipping community for children and young people.
- b) To provide a supportive context for them to mature in Christian faith and to live out that faith in practice.
- c) To provide opportunities for every child in the schools in the parish to encounter Christ and the Christian faith in a way which enhances their lives.

## PERSON SPECIFICATION

### EXPERIENCE

- a) Ordained in the Church of England for at least three years.
- b) Satisfactorily completed Initial Ministerial Education 1-7.
- c) Relevant experience of typical range of duties of priest in Church of England parish ministry.
- d) Relevant experience of working outside or beyond the Church before or since ordination.
- e) Proven track record of demonstrating the skills and abilities listed below.

### FAITH

- a) Confident in their own faith and secure in their identity as a Christian leader.
- b) Able to access appropriate resources to sustain and refresh their own faith and spiritual life.
- c) Practicing good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.
- d) Resilient
- e) Committed to praying for the church, alone and with others, to discern what God is saying and doing.

### PERSONAL CIRCUMSTANCES

- a) Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required for special needs.

- b) Able to use own transport or workable alternative for the duties of the post.
- c) Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.

## LEADERSHIP

- a) Committed to and skilled in delivering leadership which empowers others and enables the ministries of others to thrive.
- b) Effective in creating, communicating and delivering inspiring vision in collaboration with members of the congregation, and in developing appropriate strategy, attainable objectives and clear action steps to achieve it in reliance on God in prayer.
- c) Skilled at managing change and
- d) Able to apply situational leadership to a variety of contexts.
- e) Able to handle conflict calmly, creatively and effectively to promote reconciliation and improved collaboration.
- f) Committed to personal ministerial development and keeping abreast of appropriate ministerial education.

## GROWTH

- a) Committed to and skilled in delivering numerical church growth, using the insights of LYCiG and other appropriate material.
- b) Able to give pastoral care to others in such a way as to promote their spiritual and emotional growth as active ministers and interdependent members of the Body of Christ.
- c) Able to support others to minister as Christians through their work in paid employment, voluntary work, family and neighbourhood.
- d) Skilled at developing a culture of invitation and welcome in the church.

## EVERY-MEMBER MINISTRY

- a) Committed to and skilled in enabling the ministries of every member of the church to grow;
- b) Keen to involve a wide variety of people in carrying out the worship, fellowship and outreach of the church.
- c) Skilled in delegating and sharing responsibilities.
- d) Able to offer effective supervision and feedback to those undertaking roles in ministry.
- e) Enthusiastic and effective in working with and through teams.
- f) Able to promote mutual pastoral care between members.
- g) Able to enjoy the flourishing of the ministries of others.

## TEACHING

- a) Personally committed to preaching and teaching the doctrine of the Church of England.
- b) Skilled in preaching which is inspiring, challenging and engaging to hearers.
- c) Able to teach the Christian faith and to expound and apply Scripture in a wide variety of contexts.
- d) Familiar with and able to use well a wide range of communication techniques.
- e) Able to promote the teaching of the faith through small groups and individual study.

## WORSHIP

- a) Skilled at leading liturgy that is both glorifying to God and edifying to people.
- b) Able to collaborate effectively with other lay and clergy leaders and with musicians and others who contribute to liturgy.

- c) Demonstrating practical knowledge of the variety of forms of worship which are authorised or allowed by Canon.
- d) Able to identify, devise and implement patterns of worship that will be appropriate for a wide variety of people, including all ages, and those not yet familiar with Christian faith.

## PRACTICAL

- a) Able to lead the parish's stewardship of time, money and energy by example and teaching.
- b) Able to oversee the parish's responsibilities for buildings and finances.
- c) Computer-literate and adept at using appropriate IT.
- d) Able to communicate effectively, including by email, and to respond promptly and efficiently to communication.
- e) Competent at personal and parochial administration.
- f) Skilled at prioritising and managing workload.

## KEY WORKING RELATIONSHIPS

The Bishop of Leeds

The Bishop of Kirkstall (with responsibility for the Leeds Episcopal Area)

The Archdeacon of Leeds

The Area Dean and Lay Chair

The Deanery Synods and Clergy Chapters of Leeds

The Diocesan Office team

The Diocesan Mission and Ministry Team

Clergy and lay colleagues

Churchwardens

The Parochial Church Council

Ecumenical partners

Local community partners including schools.

Role Description and Person Specification signed off by the Ven. Paul Ayers, Archdeacon of Leeds

2025