



# ASSOCIATE VICAR (REVITALISATION LEAD)

## Job Profile



**ST.  
MARY'S  
BEARWOOD**

# INTRODUCTION

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Building upon the flourishing revitalisation of St Mary's Bearwood, we are looking for someone to join this thriving church and lead the revitalisation of a neighbouring parish.

You will be part of an expansive movement of church planting and revitalisation across Church of England Birmingham, partnering with a church that has a generous heart, courageous faith, and big ambitions for the kingdom of God in Smethwick, Sandwell and beyond.

# ABOUT ST MARY'S BEARWOOD

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St Mary's Bearwood exists to be:  
"Sharing God's heart for Bearwood in the heart of Bearwood."

Our vision is to see God's kingdom come in Bearwood as it is in heaven. This means seeing our community experience healing, wholeness, restoration, and well-being. We want to see life in all its fullness; mentally, emotionally, physically, economically, relationally, socially and spiritually in the lives of our local community.

For that vision to become reality, our mission as a church is to be a community of people so shaped by the love Jesus has for us, that we would demonstrate that love in our words and actions so others would know and experience God's life-transforming love themselves.



# ABOUT ST MARY'S BEARWOOD

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Our life together is shaped by three key commitments:

- Enjoying God
- Becoming like Jesus and
- Being Good News

This is what it means for us to be sharing God's heart for Bearwood in the heart of Bearwood.

In 2022, with support from Church of England Birmingham and St John's Harborne, St Mary's embarked on a new chapter of change, seeking new life in our church and community. This revitalisation brought renewed energy to the church, with old and new we are a diverse church that brings together a breadth of tradition and personality, united in our desire to share the love of God with our neighbours.



St Mary's is a vibrant and thriving church community of all ages, with growing cultural diversity and an increasing number of families and young people. We are a church that puts our faith into action with a strong emphasis on mission to our community and a significant number of volunteers who make our activities happen.



# ABOUT ST MARY'S BEARWOOD

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Through the week we open our doors for a whole range of activities from our popular baby group and storyteller toddlers to regular Alpha courses and midweek connect groups, a regular repair café, a place of welcome, gardening group and a newly launched food pantry. This is in addition to an annual programme of showcase events including a summer fun day and Christmas fayre. All of this seeks to communicate God's love and draw more people into the life of the kingdom of God.

We have growing involvement in the New Wine network of churches, but our congregation draws from a breadth of theological tradition. This emphasis is reflected in our Sunday mornings where we have two services with a distinct flavour: a lively informal service with guitar led worship and children's and youth work for families, and a traditional communion service which offers a more formal and quieter atmosphere.





# BACKGROUND TO THE ROLE

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St Mary's was revitalised with an ongoing commitment to future church-planting. Grateful for the new life that has come through the revitalisation project, St Mary's has been keen to pass it on for another parish and has been discerning with Church of England Birmingham the right place for this take place.

An opportunity has arisen within our oversight area of neighbouring parishes with the church of St Matthew with St Chad, Smethwick, which serves the area known as Cape Hill. The church is attended by a small and faithful congregation and the parish has significant missional potential in a young and diverse area with the thriving C of E primary school of St Matthew's next door.



## KEY OBJECTIVE

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This role is purposed to lead the revitalisation of the parish of St Matthew with St Chad Smethwick, bringing new life to the mission of the parish, planting a new worshipping community with a team from St Mary's Bearwood in order to establish a thriving and sustainable church community within 5 years.



# ABOUT ST MATTHEW'S WITH ST CHAD, SMETHWICK

The Parish of St Matthew with St Chad covers the area of Cape Hill, part of Smethwick, an ethnically and culturally diverse, demographically young and economically deprived area.

- It is in the top 3% for most economically deprived parishes in the country, with a population of around 13,000.
- It is an area younger than the national average with a number of local primary schools, 36% are under 19 and only 4% are over 70.
- The 2021 census revealed substantial diversity with 45% of Asian ethnicity, 26% black ethnicity and 15% white ethnicity; religious affiliation reflects 47% identifying as Muslim and only 26% as Christian.

As well as the densely populated residential areas, the parish has a significant shopping area with a number of multi-cultural independent shops and businesses along the road Cape Hill and the large Windmill shopping centre which is home to Asda supermarket. The area has benefited from some regeneration with the new Midland Metropolitan University Hospital in its boundary.





# ABOUT ST MATTHEW'S WITH ST CHAD, SMETHWICK

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St Matthew with St Chad has a small and faithful congregation of around 15 people by current attendance, who has for the last 10 years been served by a non-stipendiary part-time priest. Other local leaders include two readers and a recently ordained local minister. Each Sunday a service of Holy Communion is celebrated at 10am in the central tradition of the C of E and a midweek service happens on a Thursday each week.

The late Victorian building has been reordered in part with a welcoming flexible space referred to as the narthex and is surrounded by a closed burial ground which offers some green space in an otherwise urban area.



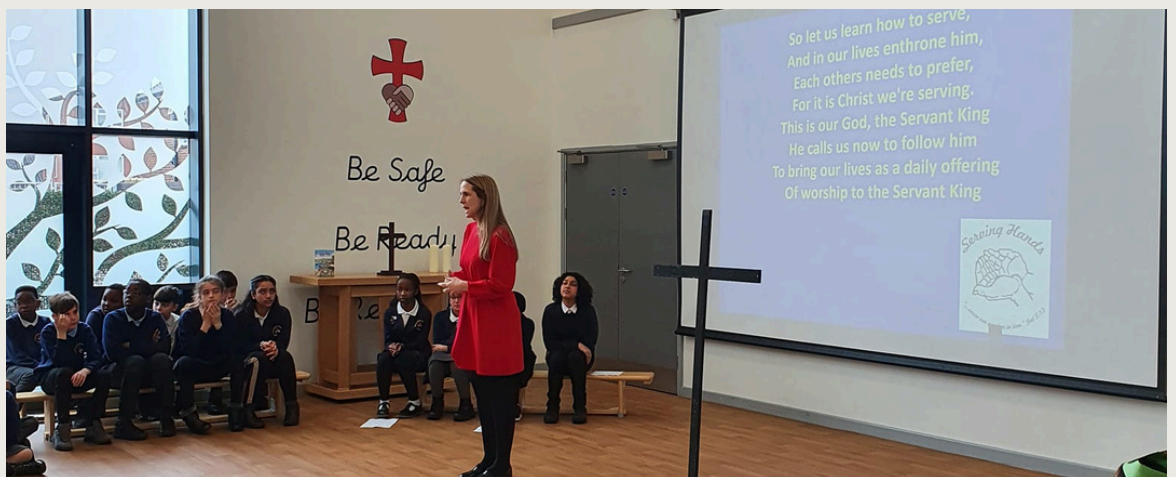
# ST MATTHEW'S PRIMARY SCHOOL

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Engaging with families is a significant opportunity in the parish. There are three local primary schools along with St Matthew's C of E Primary school next door to the parish church building.

St Matthew's school is a significant opportunity for mission and ministry with a supportive school leadership. The school has served the local area for over 100 years and has grown to be a thriving learning community over two sites. It has a strong Christian ethos as a school, serving a diverse community, and proudly welcoming families of all faiths and none.



The school attend the church at seasonal opportunities and are keen to see the relationship between themselves and the church flourish. There is lots of potential for deepening connections and growing further involvement in the life of the school that would be of mutual benefit.



# THE VISION

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St Matthew with St Chad has through the years been a powerhouse of prayer and a place of healing. As we look to the future, we see a vision for this church to once again be renewed as a well of refreshment and a place of healing inspired by the place of Elim in Exodus 15:26-27 and Jesus' encounter with the Samaritan woman in John's gospel.

We see a church that is an oasis in the midst of an urban wilderness, a place of life, hope, and peace, where all can find welcome. We see a thriving intercultural, intergenerational community providing lively worship, a vibrant welcoming community, and new engaging activities that serve local need and demonstrate good news for Cape Hill. Just like the new Midland Metropolitan Hospital, our dream is to see the church re-established as a place that brings healing in Jesus name.

In the coming years, both nurturing what the church is at present and pioneering a new worshipping community, we would love to see St Matthew's with St Chad grow in depth, reach and number to a size that ensures a sustainable future of faithful witness to the community, is filled with families and young people reflective of its local area, and is confident in its local mission.



# RESPONSIBILITIES

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- Lead the revitalisation project implementing the mission plan, discerning vision and mission opportunities, building relationships and trust with the inherited congregation, gathering a team from St Mary's Bearwood, ministering to the parish of St Matthew with St Chad
- Partner with the PCCs, ministry teams and congregations of both parishes to communicate vision and strategy for the revitalisation, establish good governance structures and oversee operational requirements for St Matthew with St Chad
- Support the ministry of St Mary's Bearwood as a member of the clergy team, including participating in the rota for leading services and preaching, pastoral care, occasional offices and overseeing areas of responsibility
- Initially your responsibilities will be weighted to St Mary's Bearwood as you familiarise yourself with us and build relationships before increasing involvement at St Matthew with St Chad ultimately settling on a working pattern that will include some ongoing ministry at St Mary's Bearwood





# CHALLENGES

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Alongside our sense of excitement about this new venture is our recognition of the challenge ahead. We identify the following key challenges:

- The bringing together of two church cultures in the inherited congregation of St Matthew's with St Chad's and the partnership with St Mary's Bearwood in a way that sensitively encourages a new chapter
- Although benefiting from some strategic funding, ministering with limited financial resources and stewarding a Victorian church building in a context that is in the top 5% for multiple indices of deprivation
- Creatively engaging cross-culturally with a young, diverse and multi-cultural population in a way that makes church and the gospel attractive
- Growing new disciples of Jesus in an area which has a significant population with a religious identity other than Christian, particularly Muslim



# SUPPORT

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- Joining a gifted and generous staff team at St Mary's Bearwood that includes a priest-in-charge, full-time children's and families worker, and part-time staff serving operations and community outreach
- Partnering alongside lay readers and a recently ordained local minister at St Matthew's with St Chad
- Supportive clergy colleagues in the shared oversight area that includes St Mary's Bearwood, St Hilda's Warley Woods and Smethwick Old Church
- Initial five year financial support from strategic C of E funding towards mission and ministry including the recruitment of new staff positions
- A gift of seed funding, ongoing administrative and pastoral support and supportive and generous volunteers from St Mary's Bearwood
- The wisdom and encouragement from peers and mentors in the church planting and revitalisation network across C of E Birmingham





# PERSON SPECIFICATION

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- A faith-filled disciple of Christ, demonstrating a strong personal walk with Jesus and a clear sense of calling to the role
- An ordained Church of England minister who, confident in the charismatic-evangelical tradition, can work sympathetically across a breadth of tradition to inspire and lead others into deeper discipleship, love for and service of Jesus
- A hope-filled, inspiring, and gifted communicator with excellent interpersonal, preaching, and bible teaching skills, and with proven experience in leadership, strategic decision-making, and collaboration
- A team player, collaborator and encourager who identifies and releases the gifts of those around them, inspiring a diversity of individuals irrespective of age, gender, ethnicity, cultural or socio-economic background including other clergy, staff and volunteers
- A person of prayer who humbly depends on God, is spirit-led and experienced in leading by example and releasing others in the ministry and gifts of the spirit
- A missional pastor who can love the local community, oversee as well as contribute to the evangelistic ministry of the parish, confidently lead engagement with other faith groups, and develop ministries of social action with a kingdom vision in a context of urban deprivation
- A minister to all ages who is experienced in engaging with emerging generations, can inspire and attract young people, build intergenerational community, and work confidently in partnership with our local school
- A strong organizer who has a high capacity for managing growing and evolving ministry, with an ability to take risks, reflect, learn from mistakes and adapt to change



# PERSON SPECIFICATION

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- A pioneer who has experience of ministry in a church plant/revitalisation, has a proven record of starting new missional initiatives that bear fruit and can strategically steer cross-cultural mission
- A servant who is able to take initiative and lead independently and also work under the authority structures of St Mary's Bearwood valuing this ongoing partnership
- A person of integrity, committed to the calling and responsibilities of the clergy as outlined in the Canons, the Ordinal, the Code of Professional Conduct for the clergy, and other relevant legislation





# TERMS OF APPOINTMENT

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The role is appointed on the clergy terms as under common tenure.

This post is funded by a Church of England Strategic Development Grant for an initial 5 years. This post is therefore designated as an interim post under Regulation 29 of the Ecclesiastical Offices (Terms of Service) Regulations 2009

An enhanced DBS check is required for this role.

Responsible to: The Bishop of Birmingham, and the Priest-in-charge, Rev Ben Baker, with whom there will be accountability and reporting to the diocesan change delivery board against the goals and outcomes of the revitalisation.

## HOUSING

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The Associate vicar will be housed in a vicarage in the parish of St Matthew's with St Chad Smethwick, close to the church.



The 1960s property has four good sized bedrooms, two reception rooms, in addition to a study. Additionally, the property has an average sized rear garden, garage and large driveway with space for 3 to 4 cars.



# APPLICATION

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We are committed to building a church that reflects the richness and diversity of our city. We therefore welcome applications from candidates of UKME or GMH backgrounds.

A Diocesan Profile for this post should be read prior to submitting an application, this is available from the Office & Site Manager to The Bishop of Birmingham, Chris Booth who can be emailed on [ChrisB@cofebirmingham.com](mailto:ChrisB@cofebirmingham.com)

If you are interested in applying for this role we encourage you to contact the Edd Stock, Church Planting Project Lead on [07548317712](tel:07548317712) or at [Edd.stock@cofebirmingham.com](mailto:Edd.stock@cofebirmingham.com)

An application should be made through C of E Pathways.

**The application deadline is midnight Wednesday 11<sup>th</sup> February.**

**Interviews will be held on Monday 2<sup>nd</sup> March.**







**ST.  
MARY'S  
BEARWOOD**

## **Contact us**

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