



Leader of Fountains Church Bradford (BMO)

ROLE DESCRIPTION

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

Date: July 2026

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	BMO Leader, Fountains Church Bradford
Name of benefices:	Bishop's Mission Order
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Inner Bradford Deanery (though the BMO also covers the Outer Bradford Deanery)
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

To lead this young resource church in the heart of the Bradford city centre, working closely with the Bishop of Bradford and Archdeacon of Bradford and ensuring it plays its part in resourcing the work of God in the city, including further church planting and partnerships.

Specific

- To lead a refresh of the church's strategy, building from its original vision and progress to date, ensuring the vision, values and strategy are widely understood and owned by individuals and groups from the different congregations as well as wider stakeholders;
- To strengthen and enlarge the church's core membership, setting a culture of strong corporate and personal discipleship in the church, and to continue to identify, encourage and develop new lay leaders and potential ordinands;
- To lead and manage the staff team, ensuring it is cohesive and mutually supportive with shared vision and values, and each member can play to their respective strengths.

- To consolidate and continue the church's mission, outreach and church planting work (in particular through the Fountains Network Churches in Frizinghall and Shelf with Buttershaw) so that the gospel is shared with more of Bradford;
- As current SDF support ends, to **work closely and collaboratively with the person appointed as the church's Business and Operations Director** to ensure ongoing financial sustainability for Fountains CIO and to ensure mission initiatives are focused ("do less, and do it better") on agreed priorities, such as:
 - mission and ministry in and from the City Centre;
 - growing missional capacity, particularly with the 4:30 pm congregation;
 - work with children, youth and families.

The appointee will be the senior Anglican priest at Fountains Church Bradford who will lead the ministerial team which includes two Associate Leaders (who work part-time with Fountains and part-time with other responsibilities in associated Fountains Network churches), a Curate, and two Mission Apprentices. The Business and Operations Director will also report to the Church Leader and they will oversee the work of the Operations Manager, Events Coordinator (who is another Mission Apprentice), Facilities & Premises Supervisor, Technician and Chef. The Leader will also be the Training Incumbent for any new curate deployed to the church.

As a Resource Church Leader

- To **work with the area bishop and episcopal area leadership team, contributing to a church planting strategy for the Bradford Area.**
- To be a member of the Bradford Area Programme Board for the projects **receiving national church** funding, reporting regularly and sharing learning.
- To play a full part in deanery, city and diocese by helping to encourage mission-minded values of audacious faith, generosity, unity and humility.
- To develop leaders to grow church, witness in society and to support the wider diocesan vision, priorities and growth agenda.
- To develop resources that can be given away appropriate for the context of Bradford and for the wider diocese.
- To make new disciples, particularly among demographics less common in other local Church of England congregations, integrating them into the church and creating a culture of invitation, evangelism and discipleship within the church community.
- To build church congregations committed to prayer, bible study, evangelism, social action and whole life discipleship.
- To challenge the church to give generously in finances, time and talents as a response to God's generosity and to further the church's mission.
- To develop and contribute to ministries that address social need and effect social transformation, including appropriate social enterprise(s).
- To be a role model to the congregations in terms of personal spiritual discipline and accountability, emphasising reliance on God, openness to the promptings of the Holy Spirit and the centrality of prayer.
- To set a high standard in personal conduct and family life, setting and maintaining appropriate boundaries

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 through the Bishop's Mission Order for Fountains Church Bradford 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 Diocesan Strategy (see Appendix), including collaborating with others to develop a flourishing children and youth ministry within reach of every young person;
- 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
- Clergy and lay colleagues
- Churchwardens (if appointed)
- The Trustees of the Fountains Church Bradford CIO
- The Area Dean and Deanery Lay Chair
- The Deanery Synods and Clergy Chapter
- The Diocesan Office team, including the Safeguarding and Human Resources Teams
- The Diocesan Mission and Ministry Team
- The Area Clergy Development Officer
- 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:

- Bradford Resourcing Churches Leaders Learning Community
- 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://leeds.anglican.org/how-we-can-help/equipping-faith-in-life/ministry-wellbeing/ministry-wellbeing.php> or ring this free and confidential helpline: 0800 028 0199.

5 Archdeacon's Comment

A fifth of the diocese's population (550,500 out of 2.72m) live in the Bradford Episcopal Area, which covers the city of Bradford, the significant towns of Keighley, Bingley, Shipley and Ilkley and their surrounding areas. Bradford is the 5th largest metropolitan district in England.

In 2025 Bradford was UK City of Culture, which helped to shift the internal and external perception of the city and district in a much more positive direction. Bradford has also been working hard to re-profile its city centre. Significant redevelopment has taken place in the centre over recent years, with the opening of the new Broadway shopping centre, the creation of City Park, with a "mirror pool", surrounded by the City Hall, National Science and Media Museum, the Alhambra Theatre and the newly re-opened Bradford Live (the former Odeon). Fountains Church Bradford's buildings are located in the heart of this area. Plans are also starting to be realised for considerable new housing in the central area.

Our Diocesan vision is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For all our appointments we seek clergy who have a joyful and confident faith which has inspired a track record of church growth. Here, we are looking for a leader who can take Fountains Church Bradford into the next stage of its young life, continuing and resetting its pioneering role as a city centre resource church in, of and for Bradford.

The new leader will need to operate on a city-wide stage, working with the Bishop and Archdeacon of Bradford as well as the other leaders of Fountains to realise the vision set for the church since its inception. (S)he will therefore be an experienced and strategic leader of leaders, who can enable each person and each worshipping community to play their part in such a way that the overall team is much greater than the sum of its parts. (S)he will also be comfortable with the governance and accountability demands related to a church of this size and complexity.

The Bishop's Mission Order and associated CIO for Fountains Church Bradford were set up in May 2019. Initial Strategic Development Funding (SDF) for the church of £3,116,623 was awarded in November 2018, split approximately 50:50 between money to refurbish premises and funds for salaries, stipends and running costs. The identified property was a large building (c30,000 sq. ft.) of modern construction located in Bradford city centre. It had been built in 2002 as night clubs, comprising main units on 4 levels and a separate kiosk. The church was launched in September 2019, with the hope and expectation that it would subsequently plant or revitalise other churches every 2-3 years. However, the intention was not simply for Fountains to grow and plant, but to **raise the spiritual temperature of Bradford** as a whole.

The key stated goals in the initial SDF bid were that by the end in 2024 there would be:

- Worship and prayer 7 days a week and a worshipping community of at least 500;
- One plant or revitalisation fully established and a second started;
- Multiple, successful social enterprises, engaging with a widening fringe of people;
- Fully covered operating costs, including Share paid to the Diocese, and surplus being generated to allow the purchase of the building lease;
- Good reputation with the district council, police, civic, business, faith and education leaders.

The pandemic had a significant impact on the type of growth the young church experienced, which was primarily among more marginalised communities who were accessible at that time. It also caused significant cost increases for the planned refurbishment works of the church building. Hence, in 2022 a new bid, named "Mountains into Roads", unlocked a further £3 million in SDF, of which £2,196,538 was for building works to refurbish the rest of the property. These were successfully completed in September 2024. The remaining monies enabled the funding window for staff and running costs to run two years longer to the end of 2026. The goals for Fountains and its network churches (St Margaret's Frizinghall and St Michael's Shelf with St Aidan's Buttershaw) were updated for this bid, and the end date moved to 2027. These included a further 4 new plants or revitalisations (now reached), increased numbers of worshippers and new disciples (currently behind target), new lay leaders (already surpassed) and ordination candidates (on track). Fountains has therefore made good progress against its agreed SDF objectives, although at a slower pace than had been envisaged in 2018. Hence, the last annual review for the SDF reporting was Amber/Green. The Bishop's Mission Order was unconditionally renewed in 2024.

The church is developing a good track record in supporting church revitalisation and starting new worshipping communities, not least Saturday Gathering and Wrestling Church. It has a strong leadership team, comprising ordained and paid staff as well as mature and experienced lay people. **In particular, the church is blessed with several very gifted worship leaders in its Sunday afternoon congregation.**

Fountains has continued access to Church Commissioners' SDF this year and next year to support its planting and revitalisation work in the city. This funding is providing a contribution to the employment costs of the Operation Manager and three Mission Apprentices, as well as covering rent payments to the Diocese of Leeds. In return, Fountains is committed to support church planting and revitalisation within the Bradford Episcopal Area, sharing resources generously with other churches and sending people graciously to revitalise and plant churches. Income from congregational giving, as well as rental and event income from the building, are enabling positive

growth towards financial sustainability, but these income streams need to keep growing for that aim to be achieved.

The main missional challenge for the next leader of this young church is to enable renewed growth in the Sunday afternoon congregation, both numerical and also in corporate missional discipleship, so the church can inhabit more fully its role as a Resource Church. Alongside this, working with a Business and Operations Director, is the financial challenge of ensuring adequate sustainable income streams to resource the church's mission and ministry.

The new leader will be part of a supportive learning community with the leaders of the Bradford Resourcing Churches. They will also be invited to join the Camino programme for Resource Church leaders run by the St Hild Centre for Church Planting.

Most of the parishes of the Deanery of Inner Bradford are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new post-holder will therefore find a group of entrepreneurial, creative and supportive colleagues in the Deanery chapter, all of whom will be familiar with the joys and challenges that each other faces. We expect the new post holder 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 possible accommodation for the role is St Margaret's Vicarage, 7 Red Beck Vale, Shipley, BD18 3BN or 8 Redwing Drive, Clayton Heights, Bradford, BD6 3YD as detailed in the Church's Brochure. Alternatively, a housing allowance at the current Diocesan rate of £10,440 (£10,740 from 1st April 2027) can be paid. Prior visits, if necessary, can be arranged via the Archdeacon's PA. Please contact carmel.dylak@leeds.anglican.org

APPENDIX: Our Diocesan Strategy: Barnabas Encouraging Confidence

The Diocese of Leeds is committed to building **confident Christians** who are part of **growing churches** and helping to **transform communities**.

As followers of Jesus, we are called to **share the Good News**, serve others and make a positive difference in our communities. To help us do this, we need to be **confident** in our faith, in our churches and in the future.

Over the next 10 years, we are focusing on four key areas:

- **Confidence in our Mission** – Helping churches understand their purpose and make the best use of their buildings, time, and resources.
- **Confidence in our Future** – Ensuring the diocese remains sustainable, effective, and well-prepared for the years ahead.
- **Confidence in our Leadership** – Supporting and equipping everyone who serves in our churches.
- **Confidence in our Witness** – Encouraging and empowering people to share the Good News of Jesus, especially with children and young people.

These **four pillars will guide everything we do from Church House**, helping us work together and support the diocese more effectively.

What is Barnabas: Encouraging Confidence?

Barnabas: Encouraging Confidence is a strategy designed to **support churches in their mission**.

Diocesan teams (and we hope Churches across the diocese) are focused on ensuring their work supports increasing confidence in the 4 areas of mission, future, leadership and witness.

It goes even further through seeking and using additional funding from the national church to provide resources and targeted initiatives which can help churches to **grow, adapt, and thrive**. A dedicated **Barnabas Programme** team will oversee this, working with wider diocesan teams to ensure we get alongside parishes, offering guidance and practical support.

The name **Barnabas** is inspired by the early church leader who encouraged and strengthened others in their faith. In the same way, this strategy aims to **build up** and **equip** churches so they can move forward with confidence.

As we step forward, we do so with a shared commitment to seeing our churches and communities flourish.