



Team Vicar

**with responsibility for Holy Trinity Boar Lane weekday church plant
(subject to approval of the pastoral reorganisation described below)**

ROLE DESCRIPTION

Role description signed off by the Venerable Paul Ayers, Archdeacon of Leeds, Jan 2021

Details of post

Role title (as on licence):	Team Vicar
Name of benefice:	St George's Leeds
Episcopal area:	The Episcopal Area of Leeds
Archdeaconry:	The Archdeaconry of Leeds
Deanery:	Headingley
Initial point of contact on terms of service:	The Archdeacon of Leeds

Role purpose

To plant and lead a week-day ministry of worship, mission and outreach to non-Christian young professionals working in Leeds city centre.

Accountability

The Team Vicar is accountable to the Rector of St George's.

Summary of Responsibilities and Objectives

All the following responsibilities are to be undertaken with the ongoing support of St George's clergy and wider team.

- To build up the Kingdom of God in Leeds by establishing a new ministry among people who work in Leeds city centre;
- To develop a clear vision and strategy for the plant, including being fully self-sufficient financially after five years, in consultation with clergy and other key leaders as part of the delivery of St George's vision as a resource church;
- To recruit staff (curate, administrator and three interns) who are ready to assist in launching and growing the plant in its initial stages;
- To lead a team of staff and volunteers to deliver the vision and oversee the day-to-day running of the ministry;
- To plan the launch, first 100 days of the project in detail, and then develop plans and strategies to support the on-going progress and development of the plant;
- To network effectively with businesses and business leaders across Leeds city centre;
- To form effective links with Christian business groups in the City;
- To form an initial core of 20 young professionals from St George's and other resource churches in Leeds ahead of the plant launch;
- To make new disciples, particularly among those under the age of 40, integrating them into the Sunday congregations at Holy Trinity and St George's (or other resource churches) and creating a culture of invitation, evangelism and discipleship within those communities;
- To prepare and lead creative worship and prayer, and exercise an engaging bible-based teaching and preaching ministry through mid-week gatherings that is consistently applied to the workplace;
- To develop a programme of events and courses to enable professionals working in Leeds opportunities to explore the Christian faith and to grow in discipleship;
- To develop and maintain an online presence through effective use of social media, blogs and websites;
- To provide reflections and material exploring the interplay between faith and the workplace to be disseminated through blogs and email bulletins;
- To exercise an effective pastoral ministry;
- To build congregations committed to prayer, bible study, evangelism and whole life discipleship;
- To challenge members of congregations to give generously financially as a response to God's generosity and to further the plant's mission;
- To develop leaders who lead their colleagues to Christ, impact their workplaces, grow the church and support the wider diocesan vision, priorities and growth agenda;
- To report regularly to St George's PCC and Leeds Area Programme Board;
- To play a full part in the parish, deanery, city and diocese by encouraging mission-minded values of confident faith in Christ, generosity, unity and humility;
- To share with the Bishop and Rector of St George's both in the cure of souls and in responsibility, under God, for 'building confident Christians, growing churches and transforming communities';
- 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, setting and maintaining appropriate boundaries;

- 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.

Person Specification

Education, Training and Qualifications

- An ordained priest within the Church of England, or a Church in communion with it.

Skills and Experience

- Ministry experience and leadership in a city centre context;
- Experience and understanding of corporate environments and business culture;
- Proven track record of leading and enabling church growth, particularly among young adults;
- Practical experience in leading people to faith in Jesus Christ as well as bringing people to a deeper understanding of their own faith and their discipleship of Jesus Christ;
- Strong preaching, teaching and communication skills;
- Able to use social media to grow and develop networks;
- Able to demonstrate effective management of projects and organisations as an organiser and problem solver;
- Proven track record of recognising and growing lay and ordained leaders, and in growing the confidence of God's people;
- Experience of church planting or developing new start up developments;
- Effective manager of people as an enabler, delegator and team player, and ability to be an effective training incumbent;
- Experience of relating faith to work;
- Able to relate to a wide variety of people, including people of influence within organisation.

Character and Personal Qualities

- Confident in their own faith and secure in their own identity as a Christian leader;
- Generous in giving away ministry, training and releasing other leaders for the benefit of the kingdom of God;
- Demonstrable strong leadership qualities and skills including ability to relate well to variety of people, able to cast vision, inspire, support and empower others;
- Able to work collaboratively and consultatively with other clergy and churches;
- High level of emotional intelligence, grounded in strong value base;
- Committed to continuing ministerial and personal development.

The role is an incumbent status post under Common Tenure, with a license as a Team Vicar in the St George's Team.

Key Working Relationships

- The Bishop of Leeds
- The Bishop of Kirkstall (with responsibility for the Leeds Episcopal Area)
- The Archdeacon of Leeds
- The Team Rector of St George's Leeds
- The Clergy and Staff Team at St George's Leeds

- The Rector of Leeds
- Members of the Leeds Episcopal Area Programme Board
- Churchwardens & Parochial Church Council of St George's
- Local community and business partners
- Initiatives and networks that already support Christians in business in Leeds
- Christian Ministries to business in other cities.
- The Area Dean, Lay Chair and Deanery Chapter
- The Diocesan Office and Mission and Ministry team.
- Ecumenical partners in the city centre

Background: St George's Church

St George's is an evangelical charismatic Anglican church, with links to New Wine. We are located in the city centre next to Leeds General Infirmary and the University of Leeds, about a 15 minute walk from Holy Trinity Boar Lane. We gather people from across Leeds and the surrounding area, with typical Sunday attendance (pre-pandemic) of about 400 adults (including students) and 50 children/young people, plus a further 80 adults at Lighthouse. Our vision is to preach Jesus, make disciples, serve the city and send out leaders, and our website gives a good snapshot of what is going on: www.stgs.org.uk

In September 2017, St George's was formally designated as a Resource Church. There are five Resource Churches in Leeds, working closely together under the leadership of Bishop Paul Slater as part of a diocesan strategy to bless the city of Leeds. For St George's, this is a natural development of our existing vision, but also a step up in various areas. A church plant/revitalisation to St Paul's Ireland Wood (located about 5 miles from St George's) launched in January 2018, with a team of 48 from St George's, and we expect to plant again in 2022.

The new weekday church plant at Holy Trinity Boar Lane has the full backing of St George's PCC, and a small group of congregation members is already meeting regularly to pray for it. Unlike previous plants, it will remain integrated as part of the St George's team, with operational support provided by the wider staff team. For example, the Events Manager will market the space at Holy Trinity Boar Lane when not in use for ministry, and manage bookings by the business community in order to help create connections and generate income.

The new Team Vicar will join a dynamic and supportive staff team of about 30, including 9 ordained clergy. On Sundays the new Team Vicar will be based at St George's, sometimes leading services or preaching. S/he will also be expected to visit other churches in Leeds regularly to share the vision for Holy Trinity Boar Lane and connect with young professionals.

Background: Holy Trinity Boar Lane weekday church plant

SDF funding was awarded at the end 2018 to support building work and staff costs to enable a weekday centre of worship and mission to be established in Leeds City Centre out of Holy Trinity Church, Boar Lane to reach non-Christian professionals with the Good News of Jesus Christ. Holy Trinity is currently empty, and reviving it as a centre for worship and mission is a key priority for the Diocese as it seeks to consolidate its presence in the city. The church is a key landmark building in an unrivalled location in the very centre of Leeds, adjacent

to a major shopping centre and within easy walking distance of the major office buildings in the city. Its location means the church is an ideal base for ministry to non-Christian young professionals.

Since securing funding, a complete redevelopment of the church and ground floor facilities has been undertaken in order to prepare the church building for the new weekday church plant.

The initial vision for the project and the development works have been led by the Leeds City Parish (Leeds Minster), under the oversight of the Rector of Leeds. Leeds City Parish and St George's have worked together on the project from the outset and to better secure the long-term sustainability of the project, pastoral reorganisation is underway in order to move a corner of the Leeds City Parish, including Holy Trinity, Boar Lane, to the parish of St George's. This should be completed in the Spring of 2021.

Covid-19 has delayed the appointment of a Team Vicar to lead the project, but as the city emerges from lockdown restrictions and contends with crucial challenges, we are keen to recruit a clergy colleague who will join the St George's team and lead the weekday church plant at Holy Trinity.

Archdeacon's Comment

Our vision as a Diocese is for 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. We require priests who will enable and empower lay leadership and ministry. This is a unique post, initiating mission and ministry to a specific community from a fabulous location in the heart of a great city, is a key part of our attempt to grow the church across the City of Leeds.

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.

As this is a new post, there is no specific accommodation linked to the post. The diocese will work with the successful applicant to provide suitable accommodation or, if preferred, a housing allowance can be made available.