Associate Minister for Adult Discipleship at St George's, Leeds

ROLE DESCRIPTION

Role description signed off by Paul Ayers Date: 12 November 2026

Details of post

Role title (as on licence):	Associate Minister for Adult Discipleship
Term:	Interim (funding for 5 years, with a review after 3 years)
Name of benefice:	Leeds St George Team Ministry
Episcopal area:	The Episcopal Area of Leeds
Archdeaconry:	Archdeaconry of Leeds
Deanery:	North West Leeds
Initial contact on terms of service:	Archdeacon of Leeds

Role purpose

To join St George's senior leadership team, with particular responsibility for adult discipleship, leadership development, and developing a planting network. The aim is to develop capacity for further and accelerated church planting in step with an emerging church planting/grafting strategy for the Diocese of Leeds.

Accountability

The Associate Minister for Adult Discipleship is accountable to the Team Rector of St George's Team Ministry.

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.

Senior leadership

- Participate in the senior leadership team of St George's Team ministry to shape and deliver St George's vision as a Resource Church
- Play a key role in St George's continuing to grow in numbers, diversity, depth of discipleship, generosity, and missional outreach
- Preach and teach regularly at St George's as part of our main clergy preaching team and take a share of occasional offices as required

- Support the wider ministry of St George's Team, for example occasionally speaking and presiding at St Augustine's Wrangthorn and Holy Trinity Boar Lane, and investing in the wider staff team

Adult discipleship and leadership development

- Take responsibility for St George's adult discipleship and leadership development strategy, working closely with the St George's Team Vicar
- Oversee St George's small groups as places of community and discipleship, recruiting, training and supporting leaders, and working to increase the proportion of the congregation who are members of a small group
- Creatively resource adult discipleship and leadership development across St George's, including delivering courses and mentoring
- Take responsibility for interns at St George's, working with the Diocesan Intern Lead and St George's staff members
- Proactively get to know members of the congregation, encouraging them to become all God wants them to be, through his Spirit
- Foster and sustain the culture of generosity (giving away and sending out), including preparing congregation members to join church planting teams

Planting network

- Build on the informal connections between church plants and grafts in Leeds to enable a network of ongoing mutual support and encouragement
- Capture and share learning and stories from planting churches to help normalise a planting culture within the Diocese of Leeds and increase planting capacity
- Equip those preparing to plant, both leaders and teams, including facilitating appropriate training
- Play a key role in developing missional strategy and church planting plans to support the diocesan vision, beginning in South Leeds, working closely with the Barnabas Programme Team

General

- Share with the Bishop and Team 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.'
- 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;
- Set a high standard in personal conduct, setting and maintaining appropriate boundaries;
- 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.
- Satisfactorily completed Initial Ministerial Education (IME 1 and 2).

Skills and Experience

- Proven track record of making disciples who make disciples;
- Practical experience in bringing people to a deeper understanding of their own faith and developing their leadership potential;
- Strong preaching, teaching and communication skills;
- Able to demonstrate effective strategic oversight of projects and organisations as an manager and problem solver;
- Proven track record of recognising and growing lay leaders
- Effective manager of people as an enabler, delegator and team player;
- Experience of starting new worshipping communities would be an advantage

Character and Personal Qualities

- Confident in their own faith and secure in their own identity as a Christian leader;
- Generous in training and releasing other leaders for the benefit of the kingdom of God;
- Ability to relate well to a wide variety of people;
- Demonstrable strong leadership qualities and skills including ability to cast vision, inspire, support and empower others;
- Demonstrable heart for mission;
- Able to work collaboratively and consultatively with teams, and other churches and organisations;
- Creative thinker who is comfortable trying new things;
- High level of emotional intelligence, grounded in strong value base;
- Committed to continuing ministerial and personal development.

Key Working Relationships

- The Bishop of Leeds
- The Bishop of Kirkstall (with responsibility for the Leeds Episcopal Area)
- The Archdeacon of Leeds
- Team Rector of St George's, Team Vicars of St George's Team, and other staff members
- The Area Dean, Lay Chair, Deanery Chapter and Diocesan Office
- Churchwardens & Parochial Church Council of St Georges
- Director for Church Revitalisation & Barnabas Programme Team
- Leaders and potential leaders of church plants and grafts in Leeds

Archdeacon's Comment

Our vision as the Diocese is about 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. St George's is at the heart of the Diocese's vision as a Resource Church, and will continue to play a full part in the strategy for church revitalisation. Prayerfully and confidently, we expect the post holder to help St George's to maintain and grow this role, and to create a sustained planting/grafting culture in Leeds.

This is a time limited post under regulation 29 of Ecclesiastical Offices Terms of Service Regulations 2009.
The office holder will be given the title Associate Minister under section 99 of the Mission and Pastoral Measure 2011.

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) was born and developed in the diocese and is now adopted in other dioceses and churches nationally and internationally. It has 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. See the website here: Leading your Church into Growth | Grow Your Church Today

The post holder will live in the accommodation provided: Kirkstall Vicarage, Kirkstall, Leeds LS5 3HF.