

Priest -in Charge for St Chad's Toller Lane and Interim Priest in Charge for St Saviour Fairweather Green

ROLE DESCRIPTION

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

Date: March 2026

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Priest in Charge of St Chad's Toller Lane and Interim Priest-in-Charge of St Saviour's Fairweather Green
Name of benefices:	Benefice of St Chad's Toller Lane, Bradford and Benefice of Fairweather Green
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Inner and Outer Bradford
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

Specific

Following consultations with both parishes and a generous grant offer from the Additional Curates Society (ACS) towards ministry at St Chad's, we are able to make a full time appointment of a priest-in-charge for three years. This timescale offers a helpful impetus to continue progressing the main emphases of the Interim Ministry for both parishes, namely:

- Provide further evidence that each church can flourish, with growth and sustainability;
- Help the parishes to play an appropriately full part in the life of their deanery, wider Episcopal Area and Diocese;
- Develop and agree proposals for any future pastoral organisation which could help the parishes to flourish.

There are also specific objectives for each parish. Those for St Saviour's continue to be:

- Growing a "team" for St Saviour's which can offer sustainable worship, mission and ministry in the parish;
- Exploring the potential of one or more new worshipping communities;
- Establishing whether the parish's finances can be rebuilt to a viable level.

For St Chad's, they are:

- Agreeing and implementing any changes needed to develop and establish St Chad's as a catholic centre of worship and mission within the Diocese;
- Contributing to thinking about the best provision within the city of Bradford for worship and pastoral provision with Extended Episcopal Oversight for Anglicans who are not persuaded by the Church of England's decision to ordain women.

General

Alongside these specific priorities are the usual duties of a vicar:

- 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 in the parishes of St Chad's and St Saviour's 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 aims and goals of the Diocesan Strategy, engaging with the Diocesan Barnabas: Encouraging Confidence Programme (see Appendix)
- To undertake any duties that may reasonably be required of the role.

3 Key Working Relationships

- The Bishop of Leeds
- The Bishop of Beverley
- The Bishop of Bradford (with responsibility for the Bradford Episcopal Area)
- The Archdeacon of Bradford
- The Area Deans and Deanery Lay Chairs
- The Deanery Synods and Clergy Chapters
- The Diocesan Office team, including the Human Resources Manager
- The Diocesan Mission and Ministry Team
- The Area Clergy Development Officer
- Clergy and lay colleagues
- Churchwardens
- The Parochial Church Councils
- 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:

- 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: [Ministry Wellbeing - Diocese of Leeds](#) or ring this free and confidential helpline: 0800 028 0199.

5 Archdeacon's Comment

Our Diocesan vision is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ so that churches grow and communities are transformed. For this shared post across two adjacent parishes, we are seeking a priest with a joyful and confident faith which can inspire church growth, both spiritually and numerically. Both parishes have recently had periods of Interim Ministry, each served by a different priest. We are now able to offer a full-time role serving in both parishes, and the two PCCs have both agreed to move their Sunday morning service times by 30 minutes to make this workable. Recognising that St Chad's PCC is one of two parishes in the Bradford Episcopal Area that has passed a resolution under the Bishops and Priest (Consecration and Ordination of Women) Measure of 2014, we are seeking a Society priest who can also work fruitfully with St Saviour's, which has enjoyed the ministry of women priests for many years. He will be someone who can guide these congregations with

love and sensitivity through challenging times, lead a wide range of Anglican worship well, enable both churches to flourish in their respective integrities and manage required changes well.

St Chad's is an inner city parish and in the top 1% most deprived in England (according to the Church Urban Fund statistics). The population can be characterised as young, Asian and Muslim, but that is not the full story. Of the 6,616 people living in the parish at the 2021 census, 80% were Muslim, 37% were under the age of 20 (and more than half were under 30). However, 10% were of white British heritage and there is also a sizable presence of Eastern European people. St Saviour's is located slightly further out from the city centre, but still in the top 4% most deprived parishes. Around half of its population of 8336 (at 2021 census) is of Muslim background, but c40% are of white British heritage.

The Diocese of Leeds is committed to retaining an engaged presence in such challenging contexts. We are also committed to ensuring that a flourishing, viable and welcoming ecclesial presence in the Catholic tradition of the Anglican church continues in the Bradford Episcopal Area. St Chad's, with its strong traditional Anglican Catholic heritage, is a spiritual home to many people from outside the parish. St Saviour's congregation is also very committed to eucharistic worship, as well as wanting to experiment with breaking new ground by offering worship which will be attractive to children and young families.

St Chad's church building and its adjacent modern church hall are both in good condition, and new infra-red heating has recently been installed in the church. A ministry of some 47 years from a previous vicar ended in 2016, after which the church has had Interim Ministry. The Interim Ministry objectives included assessing whether the future of St Chad's lay more in being a centre of Catholic worship and mission within the Diocese of Leeds, or in focusing on its immediate parish context in outreach and service. Some growth was seen from the former, supported by improvements to the parish website, and nearly 95% of those on the electoral roll now live outside the parish. However, the PCC is clear in its commitment to the latter alongside continuing to offer its distinctive Catholic worship and mission to the wider Diocese.

St Saviour's church and integral hall are also in good condition. Interim Ministry was put in place in 2021 to assess whether there was potential for adequate congregational and financial strength to be grown there. Sadly, the Interim Priest-in-Charge's early retirement on health grounds meant that the planned support from a neighbouring parish was not forthcoming. Hence there was limited capacity to try new things in mission, ministry and worship. Nevertheless, an Interim Associate Vicar led the PCC and congregation through a careful facilitated review process, which led (among other things) to the development of a Mission Action Plan (MAP) and a positive atmosphere towards necessary change.

The generous offer of a five year grant from the Additional Curates Society (ACS) means we can make a full time appointment of a priest-in-charge for both parishes for an initial period of three years. This timescale offers a helpful impetus to continue progressing the main emphases of the objectives from the previous Interim Ministries in both churches. In view of the time-limited funding at St Chad's and continued Interim Ministry at St Saviour's, an appropriate monitoring process will be put in place, with a review point at the end of two years at the latest. Consideration can then be given to what happens when ACS's current generous grant ends (for example the grant could possibly be extended).

The Deaneries of both Inner and Outer Bradford are comprised of parishes with similar demographic profiles to St Chad's and St Saviour's. Many of them are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new priest will therefore find creative and supportive colleagues in the Deanery chapters, all of whom will be deeply familiar with the joys and challenges he faces. He will therefore be expected to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deaneries of Inner and Outer 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 accommodation offered will be the vicarage, St Saviour's Vicarage, 25 Ings Way, Fairweather Green, Bradford, BD8 0LU. Prior visits, if necessary, can be arranged via the Archdeacon's PA. Please contact carmel.dylak@leeds.anglican.org

Appendix

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.

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.