

# LANCASTER PRIORY

## Associate Priest Application Pack



**THE**  
**DIocese**  
**OF**  
**BLACKBURN**

THE CHURCH OF ENGLAND IN LANCASHIRE



+44 (0)1524 382701  
[vicar@lancasterpriory.org](mailto:vicar@lancasterpriory.org)  
[www.lancasterpriory.org](http://www.lancasterpriory.org)

# Welcome from the Vicar

Thank you for your interest in the post of Associate Priest at Lancaster Priory. This appointment is a significant appointment for us as we begin to shape the next phase of our ministry in line with our emerging Vision. Be assured that the successful candidate will be joining a team of people who are fully committed to the flourishing of mission and ministry at the heart of our parish and across the wider Diocese of Blackburn. I hope that the pack encourages you to consider applying, and we look forward to hearing from you.

The Revd Leah Vasey-Saunders  
Vicar of Lancaster

## About this Role

Lancaster Priory is engaged in a new phase in mission and ministry. Our first associate priest has expanded our ministry and begun a church plant, in line with our missional priorities. Following the departure of Revd Dr Louis Johnson to return to Liverpool Diocese, the new postholder will continue to work with us in developing the missional priorities in the parish.

### Mission Priorities

The PCC has identified four missional priorities that are key in the next 5 years. These are described on pages 6-7. This role will have primary responsibility for delivering Priority Two: Growing Deeper Roots on the Marsh. It is envisaged that the successful candidate will work alongside the vicar across the wider parish, (with these areas of responsibility – up to 20% of the role – to be decided depending on the appointed candidate) but with the majority of time spent on the Marsh or in ministry activity directly relevant to that priority and community (80% of the role).

In order to resource vision, maintain and grow a significant sized congregation and civic ministry, with the support of the Diocese of Blackburn and the Church of England Archbishop's Council Strategic Mission Fund, Lancaster Priory are seeking to re-appoint an 'Associate Priest' to work as part of a revitalised ministry team (lay and ordained) in developing this work over the next three years.

Over the last two years, with increased capacity, Lancaster Priory has grown its engagement with younger generations. We have begun to experiment with mission and ministry on the Marsh, launched our work towards the A Rocha Silver Eco Award and engaged more deeply with our parish schools. We have also seen greater engagement from more people in discipleship activities and an increase in visible participation in worship and volunteering. We have begun to imagine how we might be a resource for the city and region and the PCC are developing a masterplan for the buildings to ensure that the historic Priory site is fit for mission and ministry in the next 50 years. We have seen the Priory congregation begin to grow younger and more diverse. This growth has also been consistent across all worship throughout the week.

If you would like an informal conversation about this role, please be in touch with Revd Leah Vasey-Saunders (Vicar) [vicar@lancasterpriory.org](mailto:vicar@lancasterpriory.org).

# Diocese and Diocesan Vision

## Introduction

Thank you for showing an interest in a post in the Diocese of Blackburn.

Our Diocese is passionate about the renewal of Parish life. Vision 2026 sets before the churches of Lancashire a profound belief in the power of the Gospel to transform lives and communities and expresses a firm commitment to maintaining clergy numbers and investing in the mission of the local church. We therefore seek clergy with a personal faith fiery enough to make new disciples for Christ, with a sincere commitment to the Parish as the heart of the church's mission and with the resilience and courage to bring growth and renewal to local churches. We don't want superheroes. Rather we are seeking authentic, prayerful priests of all traditions who share our passion for confident proclamation and generous service. What's more, you would be coming to the Diocese at a fascinating time as we look towards our centenary in 2026. We are in the midst of a major process of listening to God and listening to our County as we discern where God is calling us next, a process that will result in a new strategic vision that will last until 2033, the 2000th anniversary of the Resurrection.

We have also recently been successful in obtaining a grant of £25.5m from the Diocesan Investment Programme run by the national church. This will enable us to:

- Offer a transformed pattern of ongoing training and support to clergy, including sabbatical leave as an expectation for all rather than a treat for the few
- Deploy 30 'Ignite' youth and children's workers to parishes around the Diocese
- Invest in urban areas through expanding the M:Power course for urban leaders, employing 18 Urban Pioneers and re-imagining Christian life in areas of particular challenge.
- Expand our Diocesan Renewal Programme which has led to an average of 6% growth in RWA in participating parishes.

We are a Diocese that is united in defying the declinist mindset that has taken hold of so much of Western European Christianity. Through a firm belief in the power of Jesus Christ to change lives combined with strong pastoral ministry and imaginative developments such as new local congregations, we are seeing growth in churches of all traditions. Strong relationships with our amazing family of 191 schools (95% of whom benefit from practising Christian Headteachers) provide another springboard for mission.

As a Diocese we do all we can to love and treasure our clergy. Our programme of Annual Conversations means that every licensed priest has a 90 minute conversation with a Bishop or an Archdeacon every year about their vocation, wellbeing and spiritual life. We have appointed an Assistant Archdeacon to advise on clergy wellbeing and we work hard to create networks that enable clergy to belong and find mutual support. Those in their first incumbency are offered especially focused support. This includes participation in a two year Start of Ministry course, advice and care from a mentor and the oversight of our two outstanding Start of Ministry officers.

Lancashire has been described as 'England in miniature' and we can offer a vast diversity of parishes. We serve the most deprived communities in the United Kingdom on the Fylde coast and in East Lancashire as well as remote countryside. We are not immune from the particular challenges to ministry provided by an increasingly secular culture and a divided Church. But what brings us together is a profound and shared love of Jesus Christ and a passionate desire that all should know him, and in knowing him find life.

We really hope you enjoy reading this profile and that it provides all the information you need. If this particular post does not feel quite right, please do get in touch about other parishes in the Diocese that are vacant.

Most importantly of all, please be assured of our prayers as you discern the will of God for the next stage in your ministry.



*The Bishop of Blackburn  
The Rt Revd Philip North*



*The Bishop of Lancaster  
The Rt Revd Dr Jill Duff*



*The Bishop of Burnley  
The Rt Revd Dr Joe Kennedy*

## Vision 2026 and Beyond

Vision 2026 is an agenda for growth agreed by the Blackburn Diocesan Synod in 2015. It challenges our parishes to be healthy churches that transform their communities as we look ahead to our diocesan centenary in 2026. It also lays out four ways in which this over-arching goal can be achieved: Making Disciples, Being Witnesses, Growing Leaders and Prioritising Children and Young People.

All that we do as diocese is focussed on the delivery of Vision 2026. For example:

- To make disciples we have ‘Fruitful’, our Diocesan Discipleship app and distribute 10,000 devotionals at Lent and Advent which enable people to study the scriptures. We also encourage greater generosity in the giving of time, talents and treasures.
- To be witnesses, many parishes are setting up new local congregations at different times and in different places to reach out to new groups of people as well as showing God’s love in action through projects that meet human need.
- New leaders are emerging as we seek to enable and equip those God is raising up for lay and ordained ministry. Our M:Power course is a nationally innovative resource for forming leaders from working class backgrounds.
- Our focus on children and young people is enabling creative thinking to raise up a new generation for Jesus Christ. This is supported by our family of church schools, teams to support children and youth work and our Youth Forum.

In the Diocese of Blackburn we are inspired by confidence in the Gospel and are ambitious in our desire to make new disciples for Jesus Christ. We are committed to mutual flourishing, to maintaining clergy numbers and to investing in training for new curates.

As we look to 2026 and the completion of the current Vision, the Diocese has embarked on a major programme of listening to God and our communities as we discern when he is leading us next. This is being supported in prayer as we observe a Year of Prayer for Growth and Renewal in 2025.

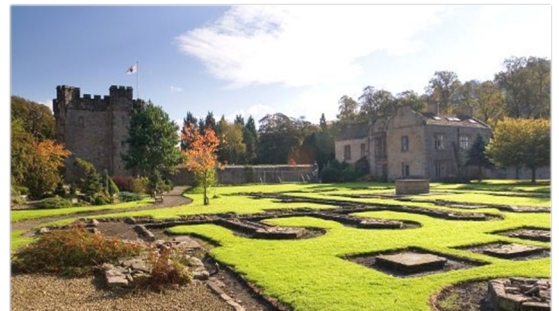
Our Diocesan Vision Prayer is:

“Heavenly Father, we embrace Your call for us to make disciples, to be witnesses,  
to grow leaders and to inspire children and young people.  
Give us eyes to see Your vision, ears to hear the prompting of Your Spirit  
and courage to follow in the footsteps of your Son, our Lord and Saviour Jesus Christ. Amen”

You can find out more by visiting the Vision 2026 pages on our website: [www.blackburn.anglican.org](http://www.blackburn.anglican.org)

## Clergy Care and Wellbeing

- Clergy are invited to participate in an 8 year annual programme to keep ministry fresh and vital. This includes periods of sabbatical and regular retreats.
- We offer an Annual Conversation in which every licensed priest spends 90 mins with a Bishop or Archdeacon discussing ministry and wellbeing.
- Ongoing theological training and teaching is offered through our partnership with Emmanuel Theological College. Clergy receive free access to a theological library of 22,000 books and regular seminars.
- Annual Diocesan Clergy Study Days and an occasional clergy conference seek to provide opportunities both to keep ministry fresh and to build relationships with colleagues.
- We offer first incumbents a mentor and participation in our Start of Ministry Programme.
- All clergy are entitled to an uninterrupted rest period of 24 hours in each period of seven days and one additional rest period of 24 hours in each month, and in the remaining weeks of the month to take a rest day and a light day.
- We offer a Clergy Assistance Programme. More information about this can be found on our website
- We have a great property department, who will do their best to ensure your house works for you and your family and is well maintained.
- We have a beautiful diocesan retreat house in the grounds of a ruined Cistercian abbey, where clergy are welcome to have personal reading days for a modest charge (you can book in for lunch or bring your own).
- We encourage all parishes in vacancy to consider how they will ‘pastor’ and support their new priest. The diocese has an anti-bullying and anti-harassment policy.
- If you are looking for a spiritual director or a mentor we have an excellent Warden of Spiritual Direction and networks of people with whom we can put you in touch.
- We are always looking for ways for clergy to mix apart from work – including reading weeks, regular hospitality, a cricket team and a clergy walking group. Further suggestions are welcome.
- We offer free counselling to clergy and their families through the Inter Diocesan Counselling Service and our own Diocesan counsellor.
- Clergy Wellbeing is overseen by the Assistant Archdeacon for Clergy Wellbeing, Canon Neil Kelley. In addition our Dean of Women’s Ministry, the Revd Lucie Lunn, offers support and care to female clergy in the Diocese.



*Whalley Abbey Centre for Christian Discipleship and Prayer*

# Lancaster Priory: Vision and Priorities

We believe we are at a very exciting moment in the story of Lancaster Priory. The Priory community is committed, supportive and friendly. The PCC has discerned priorities for the next 5-10 years and is convinced of the need to embrace change.

Lancaster Priory has four particular strengths through which we are able to describe its mission and ministry. We believe these form a core part of our identity, gifting and calling.

## **Worship**

As a part of the church, we are called to respond together to the call of God to relationship and worship.

## **Christian Education**

We believe we are called to enable people to grow more deeply into the image and character of God as expressed in the person of Jesus Christ.

## **Community, Compassion and Kindness**

We believe we are called to be a compassionate community that is engaged in acts of kindness, care and social justice.

## **Innovation, Creativity and Commerce**

We believe that we are called to be wise stewards of the gifts that God has given us, and that God has given us all that we need to fulfil his will for us in this season. We therefore seek to be creative and innovative with all of our gifts and resources.

## **Priorities**

In July 2022 the PCC discerned four priorities for the next 5-10 years. The successful applicant will have particular responsibility over one priority. This will be priority two.

### **One: Inspiring new generations.**

Although Lancaster Priory has an able and committed core of lay people, these are largely drawn from the retired. Those of a working age are often more peripheral to the life of the church. University students can struggle to make links with the rest of the congregation. As the Priory emerges from the pandemic, it is clear that work with children, young people and their families has suffered. There is a strong cohort of choir families who are committed to the Priory but not necessarily well integrated into its life and ministry. We long for the Priory congregation to become broader and more diverse.

### **Two: Growing deeper roots on the Marsh.**

The Marsh estate, which is amongst the more deprived areas of the city, comprises almost 1/3<sup>rd</sup> of our parish population along with the neighbouring new Luneside development and is largely unreached by the church. Please see more about this further into the pack.

### **Three: A Resource for the City, Diocese and Region**

The Priory has a recognised role within the city and region as a civic church. The annual pattern of civic engagements that come from universities, schools, city and county continue to be significant but we believe that we are called to develop a distinctive Christian voice within these relationships. The Priory is recognised as a significant and distinctive church within the diocese, but has not historically done much to resource other churches. We believe we are called to be a place of teaching and learning that empowers the people of God in a way that will benefit the whole diocese, and we seek to develop new ministries in this area.

### **Four: Caring better for God's Creation**

Lancaster Priory has been among the pioneers in Creation Care in Blackburn diocese, holding an 'A Rocha' Bronze EcoChurch award. We are fully committed to the General Synod 2030 net zero carbon target, use the Energy Footprinting Tool and Parish Buying Energy Audit. Recognising the crucial significance of the next five years in global efforts to prevent catastrophic climate change, we are committed to doing all we can at church and in our own lives to protect God's creation, and acknowledge the generosity of God in his Creation. In September 2024 we launched our work towards the 'A Rocha' Silver Award.



## Priory on the Marsh

We have begun this ministry by applying for funding for and supporting a community outreach minister on the Marsh Estate and alongside the work of the Community centre for several years. We have also been participating in an ecumenical prayer group related to mission and ministry in this geographical area over several years. The appointment of a new clergy colleague led us to begin a season of worship and experimentation, based in St Thomas More RC Church on the Marsh estate and which we refer to as 'Priory on the Marsh'. We have an agreement with the RC Cathedral in Lancaster to have sole usage of St Thomas More RC Church (St Thomas More Walk, off Willow Lane, Lancaster, LA1 5PT) on Wednesdays from 9am to 6pm – this is being paid for by a designated, restricted Priory fund for ministry to the Marsh area called The Moss Trust.

The current structure of the PotM day is:

- 9.15am Morning Prayer
- 10am Coffee Morning
- 11.15am Holy Communion
- 12pm Place of Welcome
- It closes with prayers.

This structure continues to give us space, rooted in prayer to learn about the community to which we are called and to experiment with different activities. So far we have cleared the sensory garden and used it for a holiday club themed around the 'secret garden' and we have invited reception parents from the local school for coffee during the phased short days as their children have begun in reception class.

The more relaxed space of community and worship, and the Place of Welcome is drawing in new people, including local neighbours to St Thomas More, as well as renewing the committed volunteers and existing Priory congregation members.

We are currently meeting and undertaking Bible study and also using some of the Church Urban fund Resources to begin to equip the team to understand the context of the Marsh, and to understand more about what it means to be Church planting. There are people involved who live on the Marsh and worship at the Priory and we have begun to engage with the local community, with attendance at events ranging from 2 to 25.

## Lancaster Priory: Prayer and Worship

Worship of the gathered Priory community is at the heart of our life and mission and we rejoice in the rich catholic style of the liturgy and its musical expression. Our worship is focused on a Sunday Sung Eucharist, with Choral Evensong, early Sunday morning and weekday eucharists each attracting their own particular congregations. Holy Week, Easter and Christmas celebrations, with a devotional focus and splendid liturgy, attract large numbers of townspeople and visitors.

The Priory congregation comprises a wide range of church traditions and is noteworthy for its commitment to inclusiveness. The congregation draws (50%) from the parish and (50%) from other parts of the city and villages on the periphery. People are generally welcoming to newcomers, though there is always room for improvement. There is a substantial core group of longstanding members (many over the age of retirement.) The attendance of younger people with families is more variable, though some show a long-term commitment. Families with children who are choristers or servers, or who seek to qualify for entrance to Ripley St Thomas CE Academy by church attendance also form identifiable groups within the congregation. There is an opportunity to build on this by encouraging people in this group to long-term commitment.

The Priory is a member of Churches Together in Lancaster and we are keen to nurture our ecumenical and inter faith relationships. This has been particularly welcomed for services such as Holocaust Memorial Day and International AIDS Day.

## The Liturgical and Musical Tradition

The Priory's pattern of worship has been established over many years. The Priory has moved from a historically more central and liberal spirituality to one that is more catholic and more recently has incorporated a regular all age service. Choral music plays a large part in the weekly pattern of worship at Lancaster Priory.

The choirs are made up of local schoolchildren, volunteer adult singers, both men and women, Junior Choral Scholars in school Y10 and above, and Senior Choral Scholars drawn from Lancaster University.

## Pattern of Worship

### Sunday

- 08.00 Holy Communion (Book of Common Prayer, said)
- 10.00 Sung Eucharist (contemporary language, All Age 2nd Sunday each month)
- 16.00 Families@Four (4<sup>th</sup> Sunday only)
- 18.30 Choral Evensong

### Monday to Saturday

- 08.30 Morning Prayer
- 10.15 Holy Communion, Book of Common Prayer (Tuesday)
- 12.30 Eucharist with anointing and prayers for healing (Thursday)

The Priory is a civic church for the city and county with a variety of civic services taking place each year. The Priory is regularly used for occasional services (baptisms, weddings, funerals, services of thanksgiving) and services requested by voluntary groups (especially for school carol services during December).

## Lancaster Priory: Parish and People

Lancaster St Mary (The Priory) is more commonly known as Lancaster Priory and is the Parish Church of St Mary, with St John and St Anne. It is one of England's major churches and one of the most significant churches in the north of the diocese (circa. 200 adults RWA).

The Priory plays a significant role in the larger cultural life of the city. It offers a substantial programme of concerts, recitals, lectures and other cultural events.

The church is open 9 – 4 each day with a vergers on site throughout.

The Priory currently employs a full-time head vergers/operations manager, a part time Vicar's PA, a community worker, a director of music and an organist. For increased capacity and holiday cover we have a small bank of casual staff as cover vergers and events staff.

Lancaster Priory parish in the city of Lancaster is a parish containing both the ancient heart of the city and the Marsh Estate, which is a deprived social housing estate. Recent housing developments have also created a new owner-occupier estate, the 'New Marsh'. The parish population was 9,493 at the 2011 census but will now be higher. Although there are regular connections with the Marsh Estate through occasional offices the majority of the regular congregation are gathered from elsewhere. Since 2019 the Priory has employed a Community Worker on the Marsh with the help of Lottery funding. This has established social capital and continues to resource activities that respond to social need but the nature of the funding stream precludes this work from having an explicitly Christian content. The Priory Community Worker is collaborating with members of the congregation and some other churches and the Marsh Community Centre in developing and running activities which are predominantly community development and social justice based. These have evolved from a community consultation.

The Marsh, one of the deprived areas of the parish, was previously served by a daughter church: St George's. This church, in an increasingly deteriorating condition, was closed some years ago. Some former members of St George's became regular worshippers at the Priory but since the closure of St Georges, the Priory presence on the Marsh has been



minimal until the launch of the new Priory on the Marsh. Nevertheless, the Priory is host to many well attended baptisms, weddings and funerals from the area, which provide valuable points of contact.

The Priory community is inclusive and aims to offer a welcome to all irrespective of age, disability, ethnicity, gender, gender identity, or sexuality. There is a faithful and able core congregation supported by a number of retired clergy, licensed lay ministers and employees. The vicar has formed a new ministry team consisting of 2 ALM's, 2 LLM's, and the community worker, as well as a larger pastoral care team. There are currently 8 other people exploring vocations to lay/ordained ministries.

There are two active and supportive churchwardens and one assistant warden, who enjoy the support of a 20 strong PCC and between them participate in most of the church's activities and committees. Active PCC groups are engaged with prayer and spiritual growth, fabric repair and maintenance, resources, environmental issues, and world & community issues. There are many other groups active within the congregation that meet for different purposes such as bible study, spirituality and prayer, social interaction, supporting the homeless and promoting community cohesion.

The Priory Youth Group is led by the Vicar working together with others and a small but stable young church meets in term time apart from on All Age Sundays.

The chaplain to the University of Cumbria at Lancaster has been part of the Priory team since June 2024 and participates in the daily offices as well as offering other support. Alongside this we are beginning to form and develop ministry to students and young adults.

## The City of Lancaster

Lancaster is situated in the north west of England and stands on the banks of the River Lune. To the west lies Morecambe Bay, to the east the hills of the Forest of Bowland and Yorkshire, to the south Preston, Blackpool and the Fylde and to the north the Lake District. Lancaster's magnificent castle and the ancient Priory church command a prominent position overlooking the River Lune, set among fine Georgian buildings and Roman and Saxon remains. This conservation area has stunning views across Morecambe Bay to the Lakeland hills from both the church grounds and the adjacent vicarage.

Transport links are good – the West Coast main line offers easy travel to Manchester, London and Glasgow etc., and the M6 connects us north and south. The nearest airports are Manchester, Liverpool and Leeds.

The city of Lancaster and its surrounding villages has a population of around 146,038. Its main employers are education and health, especially the Royal Lancaster Infirmary and Lancaster University, one of the UK's top ten universities. There is also the main campus of a second university, the University of Cumbria. The presence of large numbers of students in the city creates a vibrant and lively atmosphere.

The shopping centre, bus and railway stations are within a short walk of the church and a network of cycle paths is easily accessible.

Culturally, Lancaster has a thriving music scene spanning the spectrum of classical through folk, jazz and rock. There are two theatres, a cinema and art house cinema. Annual festivals of literature, jazz and Light up Lancaster are well attended.

### Schools

There are 2 primary schools within the parish, Dallas Road CP and Willow Lane CP, and a Steiner School. The church enjoys good links with both primary schools – children from them have taken part in 'sing-a-long' events in church in previous years. Lancaster has a high achieving and successful church secondary school – Ripley St Thomas Church of England Academy. Many Ripley children attend the Priory and end of term services and Awards Evening are also held in the church. Lancaster Girls Grammar School is also within the Parish.

## Further Information

Further information about the Priory, the staff, the current pattern of worship and more can be found on the Priory website.

## Role Description

This Role Description should be read in conjunction with the application pack and the Guidelines for the Professional Conduct of the Clergy which apply to all in ordained office and is subject to review. The successful candidate will have a ministry agreement which is reviewed every three months in the first year as the mission opportunities develop. It is envisaged that this candidate will lead on priority two and priority four.

### General Responsibilities

As a key leader of our Priory team, you will play a full part in all areas of ministry and mission serving the wider town and Deanery and contributing to our emerging vision for the future. This will be rooted in prayer and through the development of good relationships and communication with the Vicar, Priory staff and volunteers, including the following responsibilities:

- To participate fully as a member of the ministry team.
- To take an active role in worship, preaching and pastoral care across the whole parish.
- To attend PCC and other meetings as appropriate. Chairing the PCC twice a year, and other working groups as appropriate.
- To work alongside the vicar in developing the parish's ministry to schools.
- To participate in the parishes ministry to the wider area when appropriate (civic and community).
- To fully participate in and contribute to the life of the Deanery (including Chapter and Synod) and Diocese.
- To undertake such additional duties as reasonably required by the vicar.
- To lead and serve the congregations of the parish as directed by the Vicar and in collaboration with other members of The Ministry Team
- To have oversight for Occasional Office Ministry, and as part of the ministry team develop preparation, planning and a coherent system of relationship building, ensuring that good effective follow up is part of our nurture and discipleship.
- Have the flexibility to respond to the outcomes of our parish strategic plans, you will use your gifts to develop specific areas of responsibility and oversight in conversation with the vicar.

### Key and Missional Responsibilities for Priority Two: Growing deeper roots on the Marsh

- To lead and develop the parish team engaged in projects and mission on the Marsh estate.
- To develop and oversee volunteers and new ministries within that area of mission.
- To continue to build the new worshipping congregation on the Marsh (Priory on the Marsh) which is set within the ethos and vision of the parish and has appropriate and positive connections to the Priory.
- To develop sustainability and clear goals to enable the Marsh community and church plant to play its part in the delivery of the vision and strategy of the Priory.
- To supervise and line-manage all ministers and employees whose primary focus of ministry is the Marsh estate and take oversight of all activities in that part of the parish.

### Training and Development

The Priory offers a broad and diverse range of opportunities for the successful candidate, enough to allow the skills of the candidate to be encouraged in many ways as their vocation develops. These opportunities can be explored in conversation with the vicar. There will be support and encouragement to engage with Continuing Ministerial Development and in seeking out training and development opportunities beyond the Diocese.

## Safeguarding

All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/or visit the cathedral. The successful candidate will be required to undertake regular mandatory training and adhere to policies and procedures, following good practice in relation to their own behaviour and conduct and undertaking any safeguarding duties commensurate with their specific role.

## Person Specification

We are seeking a priest who:

### Essential

- has previous experience of estate ministry and/or ministry to students, children and young people.
- has an excitement about their faith, is reflective and prayerful, and makes time for their own spiritual health and development e.g. retreats, wider interests and spiritual direction.
- will be committed to the development plans of Lancaster Priory as set out in this document.
- is a person who treasures both word and sacrament and can lead worship prayerfully and confidently.
- has experience of nurturing children, young people and adults in the Christian faith.
- values the richness of Anglican choral and liturgical spirituality whilst having a creative and pioneering spirit, open to new possibilities of outreach and ministry.
- is a good communicator who can inspire people of all ages and backgrounds.
- is a team player and team leader, able to encourage collaboration.
- is a person capable of building and leading effective teams.
- demonstrates a maturity of character and a good sense of humour.
- has the ability to stay calm under pressure.
- is willing to receive constructive criticism and adapt.
- is a well organised, confident user of IT who will self-manage and prioritise their workload effectively, maintaining a good work/life balance.
- demonstrates a commitment to the full inclusion of all, with special regard to age, ability, gender identity, sexuality, religion, economic status, social class, and ethnicity.
- is committed to current Safeguarding culture and procedures.

### Desirable

- has a theology degree.
- has church planting experience.
- has experience of significant engagement in estate ministry and/or ministry to students, children and young people.
- has Line management experience.
- has experience of using ChurchSuite or another data management system.

## Terms and Conditions

The Associate Priest is accountable to the Vicar of Lancaster for all matters relating to their role and will be licensed for 3 years under the terms and conditions of Common Tenure with a written statement of particulars.

Offer of the position will be subject to satisfactory references, the completion of a self-declaration form, an 'Enhanced plus barred lists' DBS disclosure and the agreement to abide by Lancaster Priory's safeguarding policy.

## How to apply

- Fill out the application form on Church of England Pathways.
- The deadline for applications will be Midnight on the 12<sup>th</sup> January 2025.  
Shortlisted candidates will be contacted by 16<sup>th</sup> January 2025.

## Interviews

Interviews will take place in Lancaster on the 29<sup>th</sup> January 2025.

Shortlisted candidates will be asked to prepare a 3 minute homily on the eucharistic lectionary for the day. They will also be asked to prepare a presentation for the formal interview, details will be sent to the shortlisted candidates.

They will also be asked to meet and greet two informal panels representing aspects of the parish life and mission.