

Information Pack for Associate Vicar

Thank you for having expressed an interest in this exciting vacancy. Please find below role description, person specification and information about the church.

Role Description:

Purpose of Post: to share in the oversight and leadership of Holy Trinity Church with the Vicar to support the growing family where lives are being transformed by Jesus

Key responsibilities

1. To share with the Vicar, in the oversight, leadership, teaching and pastoring of Holy Trinity Church. This will include in the Vicar's absence, undertaking his role and responsibilities.
2. To regularly preach at, lead and preside at corporate acts of worship.
3. To provide occasional offices (baptism, wedding and funerals) as a member of the clergy at Holy Trinity
4. To have ministry leadership responsibilities for:
 - a) Overseeing one of our key areas of ministry: i) engage and explain (evangelism) and export (mission) ministries, or ii) establish and equip (discipleship)
 - b) Overseeing our Men's Ministries to equip and establish men in faith, and help men who aren't believe to be engaged and explained Jesus to
 - c) Having leadership and pastoral responsibility for one Sunday Morning Congregation (9.15am or 11am) or Sunday Evening Service.
 - d) Lead, teach and pastor a Life Group (our home groups)
 - e) Other areas as fit your gifting and experience such as: leading our Pastoral Support Team and ministry so that it enables the church to function as a loving, Jesus centered family. overseeing and training our life group leaders/groups, staff line management, overseeing our Seniors work etc.
5. To oversee the raising up, development and training of staff and leaders within the Church
6. Together with the Vicar and PCC, and in collaboration with other local Anglican, bible believing, orthodox, gospel hearted churches; explore 1-2 new church plant/transplant/gospel initiative from Holy Trinity, into the surrounding area.
7. To play a full part in the worshipping community of the church including being part of a small group and within the staff team which will include the leading of worship, bible study and prayers in staff meetings.

Key relationships:

1. This is a senior leadership role within the church and is a key member of the staff team.
2. The Associate Vicar will work closely with the Vicar, the Ministry Team, Church Wardens, Church Operations Minister and Church Administrator.
3. The Associate Vicar will work closely with the PCC Management Team, Pastoral Support Team, Safeguarding Team and Life Group Leaders Team.
4. If church plants/transplants are looked at, the Associate Vicar will work closely with local clergy, Archdeacon, Bishop and Diocesan Staff

Person Specification:

The **essential qualities**¹ of the successful candidate are:

Christian Character and Personal Qualities:

- 1) Have a strong love and commitment to Jesus Christ as Lord and Saviour, be a mature Christian of godly character with a deep love for God's word, God's church, and a desire to serve him wholeheartedly in your whole life, including:
 - a) Has love for people and the Lord, who is humble and seeking to grow in the gifts of the spirit.
 - b) Keeps prayer and learning from scriptures at the heart of his ministry.
 - c) Manages his household well and lives a life of Christian integrity at home and work, in accountable relationships with others.
 - d) Must be willing to stand up and suffer for the gospel.
 - e) Personable, compassionate, and approachable.

- 2) Your theology accords with what we believe at Holy Trinity:
 - a) You believe in the [three historical creeds](#), which speak of our belief in God the Father, Son and Holy Spirit.²
 - b) You are a convinced Anglican believing the Church of England's 39 Articles with their reminders of the great principles of 'Christ Alone, Scripture Alone, Faith Alone.'
 - c) You believe in the centrality of Christ's penal substitutionary death on the cross and in His bodily resurrection.
 - d) You believe that people are justified and declared righteousness by grace alone through faith alone.
 - e) You believe that the Bible is inerrant and the supreme authority in matters of life and doctrine.
 - f) You believe in the necessity of calling people to repentance and faith in Christ all areas of life.
 - g) You believe that the Holy Spirit brings people to faith and gives gifts to the congregation to equip the church for works of service
 - h) You believe the Church of England Evangelical Council [Basis of Faith](#), particularly around sexuality and gender, which means you believe:
 - i) that God has created humankind male and female, and it is not humanity's place to change that God given identity.
 - ii) in God's creation of marriage as one man and one woman for life, and it cannot be redefined
 - iii) that sexual activity is a gift to be enjoyed only within heterosexual marriage and that, outside of this setting, is not God's good way or will.
 - iv) that singleness is something encouraged by the New Testament and is a fulfilling life like Jesus himself lived; it is not a second-class alternative to marriage.

¹ These are based on the HTW Parish Profile of 2017 that recruited the current Vicar to post.

² Holy Trinity also signs up to the Evangelical Alliance [Basis of Faith](#)

- v) Many Christians struggle with sexual temptation (whether same-sex attraction or heterosexual) but forgiveness and grace is for all repentant sinners.
- vi) In a Biblically Inclusive Church that is “radially welcoming, but radically transformative” where we encourage singleness and marriage alike.
- i) You believe that men and women are complementary, designed by God to work together as a team; this means you believe that
 - i) men and women are created equal in essence and redeemed equally in salvation but created different in role, not identical.
 - ii) Men and women are created different in role, primarily in marriage and in specific church roles namely elders (who primarily lead us through regularly teaching us) are to be men.
 - iii) Women are to play a full part across all other areas of church life including other teaching ministries
 - iv) You believe this is a secondary order issue, and long to work together with those who believe differently to you in joyful gospel unity.
- 3) Your ministry:
 - a) A humble servant-hearted leader who could provide leadership to people.
 - b) An imaginative initiator who, while working collaboratively, will also bring fresh ideas and be capable of independent action.
 - c) A strong administrator who, with the help of the team of volunteers, can oversee the enabling, organisation and administration of church life.
 - d) An evangelistic pioneer who longs to see the church grow beyond its borders and churches/communities revitalised to reach the lost people of the local areas. You are someone who inspires God’s people to be God’s ambassadors for the gospel in the places they live, work and inhabit.
 - e) You are committed to the clear expository teaching of the Bible, bringing a clear conservative evangelical ministry of preaching, and teaching rooted and centred in the Bible.

Experience:

- 1) You are an ordained Anglican minister, and have completed IME2 and been signed off by the relevant Anglican authorities
- 2) Has worked with people of varying cultures and backgrounds.
- 3) Has experience of senior leadership in a church for at least 3+ years

Skills:

- 1) Able to equip, resource and train God’s people to encourage and empower them to use their gifts.
- 2) Has the proven ability to encourage growth of the church in numbers and maturity.
- 3) Able to harness diverse preferences, styles and priorities constructively, in a fruitful unity.
- 4) Preferably able to teach a broad range of people of different ages, backgrounds, and educational ability.
- 5) Excellence in communication both written and verbal

The **desirable qualities** of the successful candidate are:

- 1) Theological, Bible College or Christian Ministry training at an approved Anglican institution
- 2) You been involved in or have experience of church planting/fresh expressions, and or Training in Church Planting/Fresh Expressions

The post is covered by the Clergy Terms of Service measure, under the Locally Supported Ministry (LSM) regulations. This means that it is subject to local funding.

Working Pattern: 6 days per week – one clear 24-hour period off per week (with evening off before hand) and a regular pattern of no more than 3 evenings per week

Holidays: 6 weeks (36 days) plus statutory bank holidays or Time Off in Lieu

Stipend: £30,760

Housing: Either:

- i) Housing allowance of £9,851 in line with Diocese of Southwark to allow you to live in the house of your choosing (ideally within a few miles of the church)
- ii) Rental house that you would live in rent and council tax free (bills would be your responsibility)

Application Deadline: Sunday 23 June 2024 (midnight)

Visit and Interview: Monday 8th July 2024

Start Date: 1st September 2024 (or by discussion)

Report to: Vicar

Additional Notes:

- There is a 3-month notice period.
- Subject to satisfactory Enhanced Disclosure from the Disclosure and Barring Service

Church Information:

Holy Trinity Church Wallington is a bible teaching & believing evangelical Anglican Church in the heart of Wallington. It is under the episcopal oversight of the Bishop of Ebbsfleet. Holy Trinity is a church of regular worshipers of approximately 250 adults and 125 children who are made up of a rich variety of backgrounds, cultures and traditions. They come from Wallington and the surrounding area and are a warm welcoming family. At HTW we are a church that longs to be a growing family where lives are transformed by Jesus through His word by the power of his Spirit. We therefore believe in the primacy of ensuring his word is preached and taught faithfully, excellently, applicably and relevantly in the lives of those who hear it. We also long to be a church that enjoys our relationship with the Lord Jesus, so that we are those who are established & equipped in our faith, so that we can be engaging & explaining Jesus to the people in the places we live, work and inhabit.

Over the last 20 years, the church has built the brand new Trinity Centre, which offers a range of flexible space for church, commercial and community use. The now redeveloped church

adjoins it, which is a beautiful resource, is able to seat over 300 people. Holy Trinity Wallington has an existing staff team of 2 clergy (1 curate who finishes 2024-25), 5 paid staff and 3 voluntary staff. With a rich history of mission and growth, the church family has committed itself to its vision and values.

Our vision

Our whole church vision is “to be a growing family where God transforms lives through Jesus.” It’s a glorious vision of:

1. Step 1: Engaging with people, including the 19,000 lost sheep in our community Wallington and in the areas we live, work and inhabit
2. Step 2: Explaining Jesus to these people
3. Step 3: Establishing Christians in Jesus, helping them grow in their faith
4. Step 4: Equipping Christians to serve Jesus in their whole lives
5. Step 5: Exporting some to speak about Jesus both locally, nationally and globally
6. All with the foundational step of: Enabling – the church family prayerfully committed and committed to prayer

Holy Trinity and its PCC has committed itself to 5 exciting goals from 2023-2028 including:

1. Growing together as a loving family who celebrate our God given unity & difference (seeing 75% of church members in home groups)
2. Transforming us to be passionate disciples who love Jesus so much that we cannot help but live, serve & speak for Jesus in the 21st Century in all of life
3. Raising up new leaders (50% more)
4. Pioneering 2 new churches/gospel initiatives in the local area beyond Holy Trinity, in partnership with other churches
5. Securing a biblical future for Holy Trinity Wallington Church

Our values

At Holy Trinity Church Wallington, our values have led to our vision. Our overall values are: *God-glorifying, Loving Family, Jesus-centred, Bible-based, God-dependant*

Which means for each step of our vision, our values are:

- 1) Engaging: Love, care & community
- 2) Explaining: Grace-filled, hope & truth
- 3) Establishing: God’s word, prayer and life worship
- 4) Equipping: Training, serving and all involved
- 5) Exporting: Partnership, sending & global
- 6) Enabling: God-dependant, sacrificial, whole hearted