

# ASSOCIATE RECTOR

St George's Church, Stamford

Job Information Pack



# RESOURCING THE URBAN CHURCH

## A letter from the Bishop of Grimsby Strategic Lead for Mission in the Diocese of Lincoln

Thank you for your interest in the role of Associate Rector at St George's Church.

This role forms part of a bold new programme of investment from the Diocese of Lincoln and the Church of England's Strategic Development Fund to revitalise our urban centres.

At the heart of our plans is our belief in our local churches and their power to transform lives and communities with their message of love and hope that is found in Jesus Christ. This £6.5 million programme aims to provide urban churches with the resources they need to fulfil this vision and share God's love with as many people as possible.

We have focused on our urban centres as these areas have some of the lowest church attendance rates in the country, but the potential for growth is huge as populations are dense and growing.

As Associate Rector, you will play your part in this programme of urban transformation, working at St George's: one of our three new resource churches in the diocese.

Our resource churches have leaders with a track record in growing their congregations.

They share the same generous spirit of existing for the benefit of others and are committed to sharing their learning. They will support and train other churches in their mission, and develop a pipeline of leaders including ordinands, curates, interns, volunteers and ministry staff for work across the diocese.

Over the next five years, the aim is for our resource churches to send out leaders and teams of people to establish or revitalise eight other churches in selected urban centres across the diocese through our diocesan strategy for church planting.

As an Associate Rector at St George's you will share in the leadership of the church. Your focus will be on the nurturing and growth of St George's within its local community. In a period of big change and an increasingly external focus for our resource churches, you will ensure that St George's work at home in Stamford continues to go from strength to strength.

We have been praying to find the right leaders to be part of this programme.

We hope you will consider joining us at this exciting time of investment, growth and transformation. We welcome your application.

Every blessing,



The Rt Revd David Court  
Bishop of Grimsby



# RESOURCING THE URBAN CHURCH

## Programme Summary

### Urban centres

The Diocese of Lincoln is embarking on a programme to transform its urban centres through large-scale parish growth. We are delighted to have been awarded £2.67million from the Church of England's Strategic Development Fund to support this work over the next five years.

51% of our diocese's population live in just 11 urban centres, where our reach in terms of attendance is generally much lower than both the diocesan and national average. We want our urban centres to be places of spiritual growth, vibrancy and impact. To see more lives transformed across the diocese, the major urban areas are the best places to start for large-scale impact.

### Resource Churches

As part of the programme, the Bishop of Lincoln has designated three existing churches in urban centres as "resource churches": St Swithin's, Lincoln; St George's, Stamford; and Lincoln Cathedral. These churches begin to cover the large geographical area, and represent the variety in Anglican traditions present, across the 630 parishes and the eleven urban centres of the Diocese of Lincoln.

Our resource churches have been given a specific mandate to reach other urban centres. They are well placed with the necessary experience, ability and potential to strengthen churches across the diocese, facilitating our diocesan strategy for church planting.

### Programme Aims

Over the next five years, each resource church aims to grow to a usual Sunday attendance of at least 500 people, grow disciples, develop both lay and ordained leaders and resource existing churches with training and volunteers. This will establish the groundwork, growth and pipeline needed for church planting.

Each church will establish 2-3 new or revitalised "church plants" - a total of 8 churches. Planting will happen through the preparing, training and sending of a planting curate, a staff team and a number of congregation members, to bring new life to strategically selected churches.

The aim is for each church plant to grow by at least 150 people and become self-sustaining within five years of launch. At least one plant should become a further resource church for the diocese, planting within three years of launch.

The diocese will consult with key stakeholders to determine the exact locations and timings of the eight plants by 2023.

# RESOURCING THE URBAN CHURCH

## Programme Summary

### A diverse programme

Our programme follows a proven national model, but is adapted to respond to the varied local needs of our urban centres, in an approach that aims to see change across the full spectrum of the church in the diocese. As such, the traditional evangelical model of church planting will have both its applications and its limitations, and an adapted model has been developed for planting within the catholic tradition.

Each resource church will develop according to its own strengths, traditions, and experience. The aims are as follows:

- St Swithin's in Lincoln, a HTB church plant, will receive new facilities, alongside increased staffing in both the church and its future plants to accelerate growth and propel planting. St Swithin's aims to plant three times across the five years. One of these plants will be a resource church plant to Grimsby.
- St George's in Stamford, a New Wine church, will work with the diocese to move from being a church with a large attendance to a church-planting resource church, specialising in larger market towns. Increased staffing in both the church and its future plants will support this. St George's aims to plant twice across the five years.
- Lincoln Cathedral will establish a "centre for formation in catholic mission" which will be developed in collaboration with other catholic practitioners across the diocese. The cathedral will recruit a cohort of three catholic missionaries (curates), who will concurrently learn from and invest in the work of the cathedral and its neighbouring parishes, with various placements around the city and beyond, each planting new or revitalised churches within, or at the end, of their curacies.

Together, the diocese and the resource churches will lead a diverse, disruptive programme of growth within the diocese's major urban centres that aims to see at least 2000 new people worshipping, witnessing and serving through our local churches within ten years.



ST. GEORGE'S  
STAMFORD

'MAKING DISCIPLES  
ON MISSION WITH JESUS'

**St George's Church,  
Stamford  
Parish Profile for  
Associate Rector 2019**



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## Resource Church

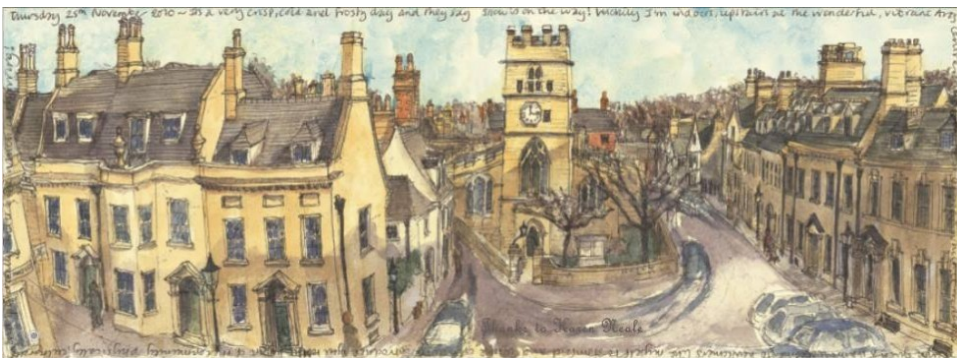
The Bishop of Lincoln has recently designated St George's Stamford as an official resource church, alongside St Swithin's Lincoln and Lincoln Cathedral. The purpose of this new initiative funded by money from the Strategic Development Fund is to revitalise the life of the church in the larger urban centres of Lincolnshire where under 1% of the local population attend an Anglican church.

St George's has been acting as an informal resource church over many years and has a record of pioneering new initiatives in the Stamford area. We have a usual Sunday attendance of around 500 people and our mission is 'making disciples on mission with Jesus.' We run regular Alpha courses and have good connections with New Wine. [www.stgeorgeschurch.net](http://www.stgeorgeschurch.net).

In recent years, we have completed two building projects which have given us greater capacity to serve the town and reach more people for Christ. We currently have 15 people (full and part time) on our staff team.

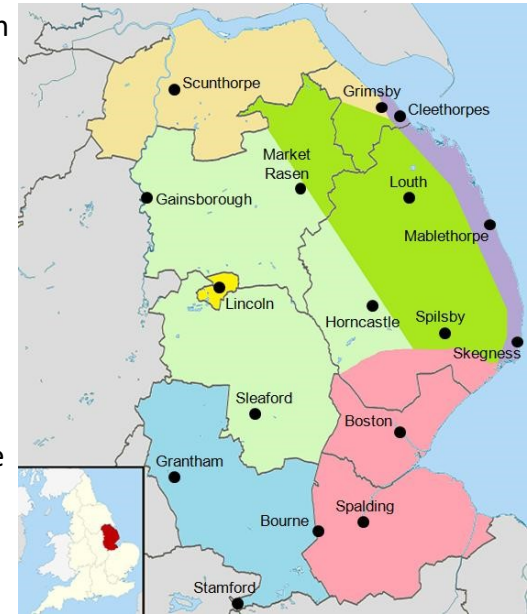
Stamford (a town of 20,000) has won the accolade of 'the best place to live in England.' It is home to Burghley House, on the A1 and 13 miles from Peterborough where there is a direct line to London. There is an excellent choice of primary and secondary schools in the area.

We belong to the Deanery of Stamford and have good relations with all the churches in town.



## Church Revitalisation

St George's is in the south of Lincoln Diocese and is in a good position to resource the larger urban centres (market towns) to the north and east of Stamford. The plan is to recruit and train church planting teams with ordained leadership who will move to the larger market towns to pioneer new church growth or revitalise 'plant' churches. (The Bishop of Grimsby will prepare the ground, leading the process of consultation with local stakeholders, both clergy and laypeople in the deaneries, as they discern the right locations in which to work.)



St George's will act as a training hub for church planting curates, team members and interns. We are recruiting two church planting curates who are committed to planting new congregations into the larger market towns of south Lincolnshire. The church planting teams will move to the new centre when the ground has been prepared. The aim is to grow new congregations into self-sustaining communities of 150 people which are open to planting again if the opportunity arises.

Our church planting teams will include the church-planting curate, children's and youth workers developed from our intern programme and a part time CAP debt centre manager. We will also encourage church members of St George's, whom God calls to share the vision, to move with the team to form the basis of the new church plant.

To enable all of the above to happen St George's is recruiting new workers to help make the resource church vision a reality.

## **Workers for the harvest field.**

Martyn Taylor, who has been at St George's for all of his ministry and Rector for 16 years, will oversee the training and preparation for the church plants from the St George's end, working closely with the SDF board in Lincoln and under the oversight of the Bishop of Grimsby, who is the overall project lead.



## **Associate Rector**

In order to release Martyn into this new responsibility, we will appoint an Associate Rector. The Associate Rector will act as a number two at St George's and take responsibility for looking after and helping to grow the parish, under the oversight of the Rector.

## **Church Planting Curates**

We will appoint two church planting curates who will train as curates at St George's, but also be outward facing towards the new church plants in terms of the mission aspects of their training. They will spend time preparing the ground in the chosen market towns to the north and east.

## **New Children's and Family Minister, plus Youth Minister**

We are restructuring our youth and children's ministry to appoint both a new Children's and Family minister and a new Youth Minister. The Children's and Family position will also be on the Diocesan Mission team supporting work across the diocese through the sharing of their expertise with the wider church. The Youth Minister will have a brief for overseeing our current church based ministry as well as breaking new ground in Stamford with un-churched young people and the making of new disciples.

Both positions will help equip our interns for youth and children's ministry in St George's as well as the potential church planting situations in other urban centres.

## **Discipleship Year Students**

We will recruit up to four young people for our discipleship year in partnership with New Wine. For the right individuals, there will be potential for a second year and to become part of a church planting team where there is evidence of a clear calling and gifting.



## **'Come over and help us'**

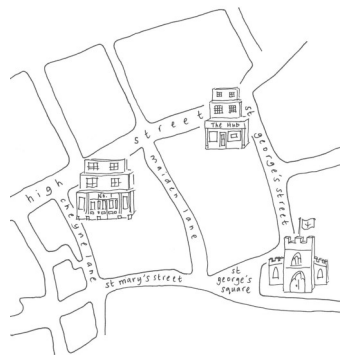
These are exciting times for St George's and we recognise the huge challenges that lay ahead. We are aware that 'unless the Lord builds the house, the builders labour in vain' (Ps127:1). Our great desire is to follow the Lord's leading and to see where he is already working that we might join in.

Is the Lord calling you to come and join in the new work that he is preparing in South Lincolnshire? We would love to hear from you if you sense He might be calling you to join with us in this great work.



## St George's Church

St George's meets on Sundays at 8am (fortnightly), 9:15am, 11am and 6:30pm. The 8am is a traditional communion for the weeks when there is no communion in the other services. The 9:15 and 11:00 have the same format (all age on the first Sunday). Younger families mostly choose the 9:15, whilst the 11:00 has an older profile with a smaller children's ministry. The 6:30pm is the most relaxed, with more time for extended worship. Our teenagers come to that service and meet afterwards.



Our Church building is small, it holds 240 people and feels full at 150. We are opening a new church hall this April, which gives us more space for developing our youth and children's ministry alongside the Sunday services as well as other new ministries in the week.

Our daily work happens at the St George's Hub, which is just off the high street. The Hub is home to our 15 full and part time staff and we have a large footfall of local people coming in looking for support from our various social action ministries (CAP and Fresh Hope).

## Our Vision and Values

**Our Purpose:** 'Making disciples on mission with Jesus.'

**Our Values:** *Recognising that Jesus is at the centre, the Bible is our Guide and that people matter, we seek to be a loving community who:-*

- Pursue God's presence together.
- Grow in discipleship.
- Care for everyone.
- Engage with our world in love.
- Enjoy celebrating God's love together.

**Our Vision:** *'Our vision is for greater maturity, deeper engagement and numerical growth.'*

By 2019 we will have **greater maturity** as every member is valued, nurtured and equipped to be a devoted dependent disciple of Jesus in the power of the Holy Spirit.

We will have **deeper engagement** with our world through personal witness, social action, local evangelism, missional communities, diocesan partnerships and our world mission partners.

We will have **numerical growth** as a loving community of multiple congregations, missional communities and small groups.

## The Parish

St George's has a very small historical parish of about 1500 people. We have an average of 10 weddings, 15 funerals and occasional baptism requests from the parish which we encourage into our all age service.

St George's primary school is Voluntary Aided and is in a federation with William Hildyard School in Market Deeping, which is also VA. We share an executive head. The rector has been on the governing body for 22 years and the new associate rector will take over this responsibility.

Our staff team take it in turn to lead Collective Worship on a Wednesday morning and to visit the neighbouring nursery (The Ark). Our Children's team assist with an after school club.

## Stamford Deanery

The Stamford Deanery is very small and when fully staffed includes five incumbents. Two parishes are currently in vacancy and we hope to appoint for September for both of them. The Rector of St George's is currently the Rural Dean until February 2020.

Our Deanery represents the breadth of the Church of England; there is something for every flavour of Anglicanism, which gives freedom for each parish to be themselves. We include the Uffington group, a benefice of seven village parishes on the edge of Stamford.

## **Bishop's Mission Order**

In September 2017 the Revd. Canon Steve Simcox joined the St George's Staff team with a brief to encourage mid-week discipleship and new missional communities in partnership with local churches across three deaneries in South Lincolnshire. Steve is based in Bourne and links into our staff team, but is largely working outside Stamford.

## **Discipleship Pathways**

In recent years St George's has grown in depth as we have engaged with many of the social issues that we have become aware of in the community. We have established a ministry called Fresh Hope, which works closely with Foodbank and Christians Against Poverty. We have a ministry to the homeless and the hungry in partnership with others. Many of our contacts come to Friday Connect, a free café in the church where they are befriended, listened to, given advice, invited on life skills courses etc.

We have established discipleship groups (Band of Brothers and Explore) for those who have come to faith. A good number now join us in church on a Sunday.

We have run the Alpha course consistently for over 20 years. This was the main growth engine around the turn of the millennium, where we ran a number of large courses that were very fruitful. We continue to run Alpha in the autumn and spring term.

Our biggest discipleship pathway is the Children's and Youth work, with around 100 participants in Children's Church and Youth Groups each Sunday plus midweek mums and tots, messy church, cell groups, and youth club activity. Another major pillar in creating and

nurturing disciples for Jesus is our network of 40 midweek small groups. Both these are also strong attractions for Christian households moving to the area.

## **New Wine**

As a church family, many of our members are resourced by the New Wine Summer conferences. Each year we have created our own village at Shepton Mallet. With the conference moving to Peterborough this summer, we will hope to encourage even more to attend. Our Staff team engage with the variety of leadership conferences that New Wine put on and we are a part of the Midlands area. Liz Fell our churchwarden is a New Wine Trustee. We also have a good number who visit the Keswick Convention each summer as well.



## **Finances**

Our annual budget is around £400,000 and last year we had a gift day towards our latest building project, which raised £335,000. We ended the year with a deficit of £15,000 on the general fund, which we expected given the building project. We expect this to work its way out over the coming year.

## Current St George's Staff Team



**Martyn Taylor, Rector**

**Vacancy**

**Associate Rector**



**Lorraine Wright, Associate Minister**



**Debs Jones, Pastoral Worker**



**Rebecca Winfrey, Pastoral Worker**



**Richard Knowles, Assistant Pastor**

**Vacancy**

**Youth Minister**

**Vacancy**

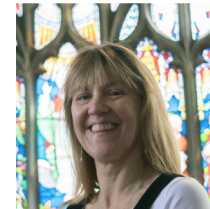
**Children's & Family Minister**



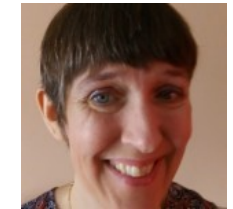
**Simon Jary, CAP Debt Centre Manager**



**Louise Rose, Community Projects Manager**



**Gilly Franklin, CAP Support Co-ordinator**



**Clare Arthey, Operations Manager**



**Becky Goff, Administrator/ Receptionist**



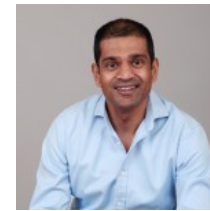
**Claire Beaton, Administrator/ Receptionist**



**Joseph Caseley, Ministry Assistant**



**Liz Fell, Churchwarden**

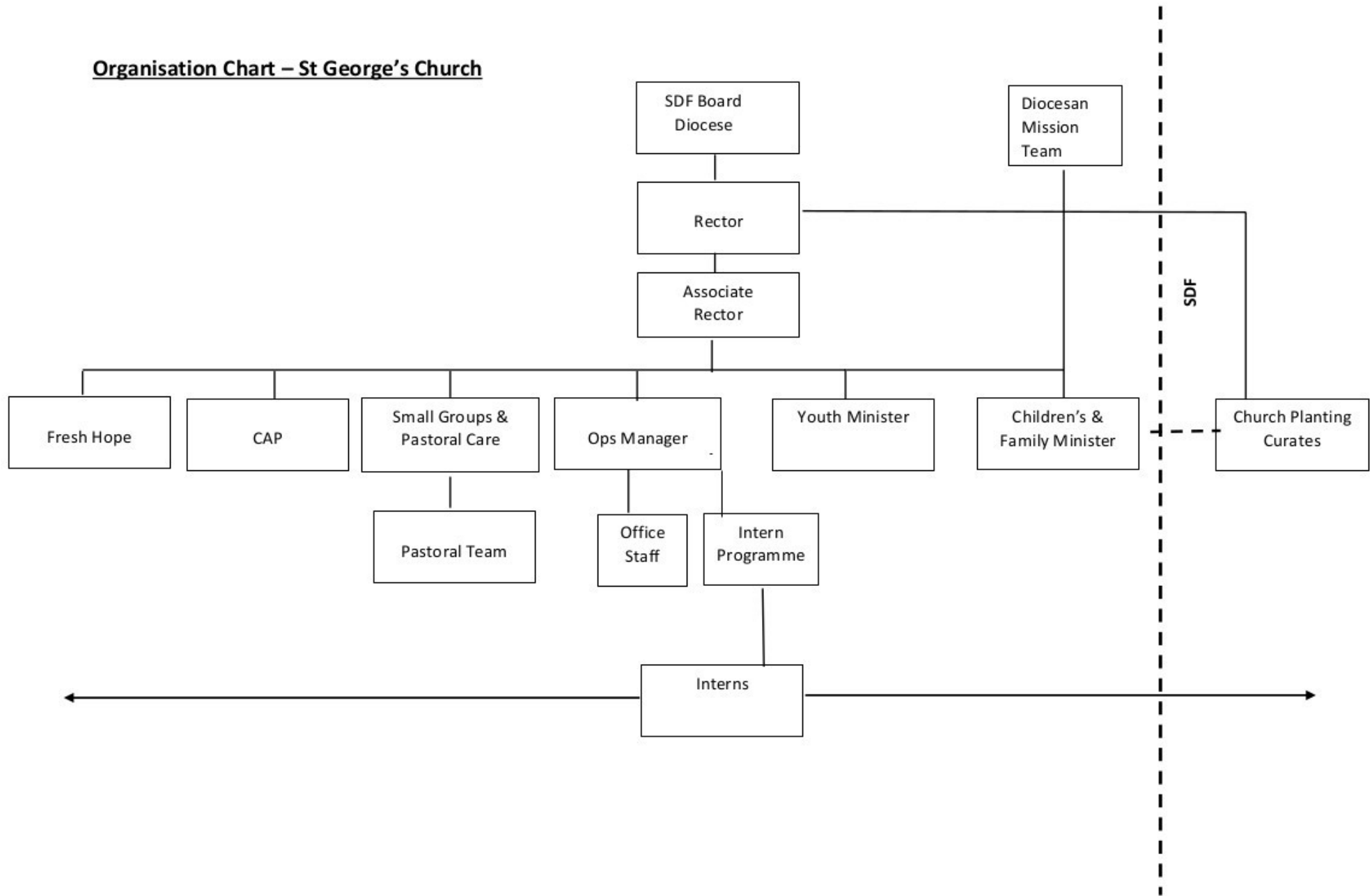


**Jaish Mahan, Churchwarden**

**Vacancy**

**Interns**

**Organisation Chart – St George’s Church**



# Associate Rector - Job Description

## **Role Purpose**

To support the development of St George's Stamford as a Resource church by releasing the Rector to oversee the strategic development of church planting teams from St George's, by sharing in the oversight of St George's, looking after the parish responsibilities and sharing our vision to make disciples on mission with Jesus.

## **Summary of Responsibilities and Objectives**

- Sharing in the overall leadership of St George's Stamford.
- Line-managing the Operations Manager, the Children's & Youth Manager, the CAP Centre Manager, and the Fresh Hope Coordinator. This includes setting objectives, keeping track of progress, affirming successes, supporting through tough times, discontinuing unproductive activities, developing new competencies and resolving any differences.
- Leading worship – being part of the preparation, planning, preaching and delivery of both Sunday and mid-week gatherings.
- Supporting the development of an engaging and effective preaching and teaching ministry at the church and inspiring Spirit-filled worship services.
- Exercising a pastoral ministry within the Church and community.
- Supporting the building of church congregations committed to prayer, bible study, evangelism, social action and whole life discipleship.
- Supporting the development of St George's Stamford to become an effective resourcing church for market towns (urban areas) in Lincolnshire, through focused discipleship growth and evangelism, encouraging and enabling the sharing of gifts and resources across South Lincolnshire and the wider diocese.
- Creating, developing and supporting teams to support the continued mission and growth within Stamford, coordinating with the Deanery and Churches Together in Stamford to ensure we are complementing each other's strengths.
- Releasing the energy and gifts of the whole people of God regardless of age and background.
- Contributing to our ministries that address social need and effect social transformation.
- Developing leaders to grow the church, witness in society and to support the wider vision of making disciples on mission with Jesus.
- Being 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.
- Setting a high standard in personal conduct and family life, setting and maintaining appropriate boundaries and follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry.
- Working pastorally to ensure every member is valued, nurtured and equipped to be a devoted dependent disciple of Jesus in the power of the Holy Spirit, and developing disciples who make further disciples.
- Supporting the integration of new disciples and new members into the life of the church.
- Supporting and advocating for the church's ministry to children, families, young people and young adults.

# Associate Rector - Job Description

## **Person Specification: Education, Training and Qualification**

- An ordained priest within the Church of England.
- Satisfactory completion of Initial Ministerial Education.
- Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry.
- Willingness to engage in further training that enhances the skills required for sharing in the leadership of a market town resourcing church.

## **Ministry and Work Background**

- Ministry experience and leadership in a larger, growing, resourcing church.
- Experience of making and growing disciples in a church with a ministry across all ages.
- A vision for market town ministry resourcing and renewing ministry across a geographical area.

## **Skills and Experience**

- Demonstrates strong leadership qualities and skills including ability to cast vision, inspire, support and empower others.
- Demonstrates effective management of people as an enabler, delegator and team player.
- Demonstrates effective management of projects and organisations as an organiser, problem solver and ability to raise funds and plan financially.
- Strong preaching, teaching and communication skills.

## **Proven Experience, Competencies, Character and Personal Qualities**

- Prayerful and full of faith, expecting great things of God and living and leading for a church where God is moving powerfully in people's lives.
- Generous in giving away ministry, training and releasing other leaders, seeking opportunities to plant and give away their best people for the benefit of the Kingdom.
- Humble – having a desire to learn from others and grow personally; able to submit to those in authority; honouring other leaders in the town and the church.
- Collaborative and consultative, working in unity with other churches and their leaders; promoting teams, able to sustain healthy relationships, handle conflict constructively and have fun.
- Exhibits self-awareness, confidence and authenticity with high levels of emotional intelligence and is grounded in a strong value base.
- Committed to undertaking continuing professional development.

# Housing

## **Associate Rector's House - 2 Highgrove Gardens PE9**

2 Highgrove Gardens is a four bedroom family home temporarily housing the new Vicar of the Uffington Group (Stamford Deanery) whilst the Diocese refurbishes Uffington Vicarage. The plan is to use this house to accommodate the new Associate Rector of St George's.

### **House Details**

Located at the end of a small private drive shared with 3 other houses. Shared turning space.

Parking for 2 cars immediately in front of a double garage. Access through the garage to the rear garden.

Small Entrance Hall connecting all downstairs rooms.

Sitting room with french doors to enclosed rear garden (mainly lawn).

Dinning room with french doors to hall.

Kitchen with space to allow for seating four.

- Built in hob (with extractor fan) and oven.
- Space for dishwasher and two tall fridge/freezer.
- Island unit.

Utility room housing boiler and space for washer and dryer and access to the garden.

Study with space for two additional visitors chairs.

Lavatory with washbasin (next to study). Storage Cupboard under the stairs.

3 double bedrooms and 1 single room. 2 of the bedrooms with ensuite shower and lavatory

Family Bathroom with lavatory and a separate shower and bath.

Storage Cupboard (airing cupboard).



## Concluding statement from the Bishop of Lincoln

Our vision as a diocese is to grow in faithful worship, confident discipleship and joyful service.

Our new programme to resource the urban church is necessarily considered, strategic and detailed, but it ultimately serves the same diocesan vision: that God is worshipped, that our communities are served by the disciples of Jesus Christ, and that lives are transformed.

This programme addresses the need in our urban areas to significantly increase the church's reach and impact and will, I pray, contribute to the revitalisation of our urban communities.

We invite you to join with us on this exciting journey in our diocese.

The Rt Revd David Court  
Acting Bishop of Lincoln

## How to apply

Please apply via the Pathways website by 12 noon on 30<sup>th</sup> June 2019. A parish visit will be arranged prior to interview.

Interviews will be held on Wednesday 24<sup>th</sup> July.

For more information about this post, or an informal discussion, please contact:  
Martyn Taylor, Rector  
martyn.taylor@stgeorgeschurch.net  
01780 481800

