

## Team Vicar in the Morley Benefice for revitalisation of St Andrew's, Bruntcliffe, and church planting

### ROLE DESCRIPTION

#### Details of post

Role title (as on licence):	Team Vicar
Name of benefice:	Morley
Churches:	St Andrew's Bruntcliffe, St Peter's Morley
Patron:	Incumbent of Batley
Episcopal area:	Kirkstall
Archdeaconry:	Archdeaconry of Leeds
Deanery:	South Leeds
Initial point of contact on terms of service:	Archdeacon of Leeds
Terms of Service:	Full time stipendiary post
Accommodation:	St Andrew's Vicarage, 4, Lewisham Street, Bruntcliffe

The main purposes of the role is to share in *"building confident Christians, growing churches and transforming communities"* in line with the Diocesan vision.

#### KEY MISSION TASKS

The key tasks include

##### Church Planting

- Spend time at St Peter's absorbing the culture and missional DNA of the church,
- gathering a team and preparing them to graft into St Andrew's (roughly a dozen people). Lead the church plant to St Andrew's, uniting the existing St Andrew's church family and the plant team as one.
- Establishing a vision for growth through mission built on prayer and relationship building in the community.
- Raising and releasing leaders into key roles of responsibility.
- Facilitating worship that is full of life and the joy of the Spirit, honouring the traditions of the existing congregation whilst bringing changes.

### **Church Leadership**

- Day-to-day responsibility as the parish priest of St Andrew's Morley.
- Working in close partnership with the Team Rector and the wider team at St Peter's- to -
- establish a cohesive and unified ministry and mission to Morley.
- Contributing fully to the clergy, staff and leadership teams of Morley Anglican Church.
- Overseeing one or two ministry areas across the whole team such as Alpha, Pastoral
- Ministry, Occasional Offices, Training Courses etc depending on individual gifts.

### **Future Vision**

- Working with the Team Rector and others to establish an estate based
- congregation plant within 3 years. This will be a joint project between both churches overseen by the Team Rector. The Associate Vicar (parish priest) will play a key role in championing and supporting this plant, helping to equip and release member of St Andrew's.

## **ARCHDEACON'S COMMENTS**

There is a fresh breath of air blowing through the Morley Benefice giving a coherent and achievable vision to spread the gospel and grow the church.

Morley is a distinctive town which values its independence, but it has experienced the same decline in active Christian faith and church attendance as the rest of the country. This led in 2023 to the closure of St Paul's church (following the closure of All Saints Churwell in 2015) leaving two Anglican churches in the town.

However, by the grace of God, St Peter's church has increasingly thrived and grown, to the point where they feel ready and inspired by the Spirit to help to revitalise their neighbouring church in Bruntcliffe.

The Team Benefice was created in 2002. Since 2013 it had not proved possible to appoint a Team Rector, and it is fair to say that collaboration between the churches was limited. Diocesan colleagues including successive area bishops, archdeacons and area deans have worked and prayed with the churches to find an effective way forward. The developing vision has been for a coherent Anglican offer for the town.

This has led to the appointment of Phil Harris, formerly team vicar looking after St Peter's, as team rector to lead the whole benefice, and to this new post of team vicar to work with Phil and both congregations to bring new growth.

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.

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).

The accommodation offered will be the parsonage as detailed in the Parish Brochure. Prior visits, if necessary, can be arranged via Archdeacon Paul Ayers' PA. Please contact [helen.allison@leeds.anglican.org](mailto:helen.allison@leeds.anglican.org)

## GENERAL RESPONSIBILITIES

- a) to share with the Bishop the cure of souls of the parish in your care;
- b) 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;
- c) to share in building up the Kingdom of God in the parish, in Leeds and across the Diocese.
- d) to promote the health of the Church and its growth in numbers, in spiritual commitment and in service to local communities;
- e) to have regard to the five goals of the Diocesan Strategy;
- f) to be supportive of the Leeds Resource Churches programme;
- g) to undertake any duties that may reasonably be required of the role.

## FIVE STRATEGY GOALS

Goal 1: Thriving as a distinctive diocese whose culture is shaped by a shared vision and values

*“Speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ”. Ephesians 4:15 (NIV)*

- a) With Christ as our model for “Loving, Living and Learning”, to be energised by what it means to be part of the Diocese of Leeds and to see the diocese as “us” rather than “them”: a body of maturing Christians with a shared story to tell and a distinctive part to play.
- b) To be committed to the safeguarding, care and nurture of everyone within our community, and to God’s creation.
- c) To work as part of a diocese that, because of its scale, is making a unique contribution to building the Kingdom of God, while operating at a local level in every parish and episcopal area.

Goal 2: Reimagining ministry

*“Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up”. Ephesians 4:11-12 (NIV)*

- a) To promote the flourishing of a varied range of models of ministry that are appropriate to context, faithfully yet imaginatively Anglican and financially sustainable.
- b) To work confidently in fruitful clergy/lay partnerships
- c) To actively promote the numerical growth of the church in your care
- d) To work with partners in the local communities to promote evident signs of transformation.

Goal 3: Nurturing lay discipleship

*“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters”. Colossians 3:23 (NIV)*

- a) To enable all members of your congregations to mature in their calling as Christians in the whole of their lives and take seriously the five marks of mission<sup>1</sup>;
- b) To provide pathways for more people to come to Christian faith, reflected in the number of baptisms and confirmations, including teenagers.
- c) To provide and promote nurture courses for enquirers and those new to faith;
- d) To promote small group participation as the norm for mutual pastoral care, Bible study, growth in faith, and outreach;
- e) To encourage and enable people to express their Christian faith confidently outside church;
- f) To promote the prayer life of the church and individuals to underpin all the above.

#### Goal 4: Building leadership pathways

*“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others”. 2 Timothy 2:2 (NLT)*

- a) To share with the Diocese in identifying, discerning, recruiting, training and continuously developing lay and ordained leaders, from informal exploration to accreditation.
- b) To take responsibility for your own vocational development, and to encourage others to do so, making use of diverse opportunities.
- c) To develop and promote the leadership potential of people of all ages.

#### Goal 5: Growing young people as Christians

*“Jesus grew in wisdom and in stature and in favour with God and all the people”.  
Luke 2:52(NLT)*

- a) To create a welcoming, enriching and safe worshipping community for children and young people.
- b) To provide a supportive context for them to mature in Christian faith and to live out that faith in practice.
- c) To provide opportunities for every child in the schools in the parish to encounter Christ and the Christian faith in a way which enhances their lives.

## PERSON SPECIFICATION

### EXPERIENCE

- a) Ordained in the Church of England for at least three years.
- b) Satisfactorily completed Initial Ministerial Education 1-7.
- c) Relevant experience of typical range of duties of priest in Church of England parish ministry.
- d) Relevant experience of working outside or beyond the Church before or since ordination.
- e) Proven track record of demonstrating the skills and abilities listed below.

### FAITH

- a) Confident in their own faith and secure in their identity as a Christian leader.
- b) Able to access appropriate resources to sustain and refresh their own faith and spiritual life.

---

<sup>1</sup> To proclaim the Good News of the Kingdom. To teach, baptise and nurture new believers. To respond to human need by loving service. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

- c) Practicing good self-care (spiritually, emotionally, socially, mentally and physically) so as to stay fresh and be a positive role-model for others.
- d) Resilient
- e) Committed to praying for the church, alone and with others, to discern what God is saying and doing.

#### PERSONAL CIRCUMSTANCES

- a) Able to live in and work from the accommodation provided with the post, subject to any reasonable adaptations required for special needs.
- b) Able to use own transport or workable alternative for the duties of the post.
- c) Able to confirm that he/she is living in accordance with the Code of Professional Conduct for the Clergy.

#### LEADERSHIP

- a) Committed to and skilled in delivering leadership which empowers others and enables the ministries of others to thrive.
- b) Effective in creating, communicating and delivering inspiring vision in collaboration with members of the congregation, and in developing appropriate strategy, attainable objectives and clear action steps to achieve it in reliance on God in prayer.
- c) Skilled at managing change and
- d) Able to apply situational leadership to a variety of contexts.
- e) Able to handle conflict calmly, creatively and effectively to promote reconciliation and improved collaboration.
- f) Committed to personal ministerial development and keeping abreast of appropriate ministerial education.

#### GROWTH

- a) Committed to and skilled in delivering numerical church growth, using the insights of LYCiG and other appropriate material.
- b) Able to give pastoral care to others in such a way as to promote their spiritual and emotional growth as active ministers and interdependent members of the Body of Christ.
- c) Able to support others to minister as Christians through their work in paid employment, voluntary work, family and neighbourhood.
- d) Skilled at developing a culture of invitation and welcome in the church.

#### EVERY-MEMBER MINISTRY

- a) Committed to and skilled in enabling the ministries of every member of the church to grow;
- b) Keen to involve a wide variety of people in carrying out the worship, fellowship and outreach of the church.
- c) Skilled in delegating and sharing responsibilities.
- d) Able to offer effective supervision and feedback to those undertaking roles in ministry.
- e) Enthusiastic and effective in working with and through teams.
- f) Able to promote mutual pastoral care between members.
- g) Able to enjoy the flourishing of the ministries of others.

#### TEACHING

- a) Personally committed to preaching and teaching the doctrine of the Church of England.
- b) Skilled in preaching which is inspiring, challenging and engaging to hearers.

- c) Able to teach the Christian faith and to expound and apply Scripture in a wide variety of contexts.
- d) Familiar with and able to use well a wide range of communication techniques.
- e) Able to promote the teaching of the faith through small groups and individual study.

## WORSHIP

- a) Skilled at leading liturgy that is both glorifying to God and edifying to people.
- b) Able to collaborate effectively with other lay and clergy leaders and with musicians and others who contribute to liturgy.
- c) Demonstrating practical knowledge of the variety of forms of worship which are authorised or allowed by Canon.
- d) Able to identify, devise and implement patterns of worship that will be appropriate for a wide variety of people, including all ages, and those not yet familiar with Christian faith.

## PRACTICAL

- a) Able to lead the parish's stewardship of time, money and energy by example and teaching.
- b) Able to oversee the parish's responsibilities for buildings and finances.
- c) Computer-literate and adept at using appropriate IT.
- d) Able to communicate effectively, including by email, and to respond promptly and efficiently to communication.
- e) Competent at personal and parochial administration.
- f) Skilled at prioritising and managing workload.

## KEY WORKING RELATIONSHIPS

The Bishop of Leeds  
 The Bishop of Kirkstall (with responsibility for the Leeds Episcopal Area)  
 The Archdeacon of Leeds  
 The Area Dean and Lay Chair  
 The Deanery Synods and Clergy Chapters of Leeds  
 The Diocesan Office team  
 The Diocesan Mission and Ministry Team  
 Clergy and lay colleagues  
 Churchwardens  
 The Parochial Church Council  
 Ecumenical partners  
 Local community partners including schools.

Role Description and Person Specification signed off by the Ven. Paul Ayers, Archdeacon of Leeds

February 2025