



ASSOCIATE VICAR

Job Description and Person Specification

St Stephen's Vision

St Stephen's Twickenham is a well-established and vibrant Anglican church with amazing opportunities to see the gospel impacting every sphere of society through the lives of our large and varied congregation and through our multiple ministries. We are looking for a passionate, prayerful, experienced, 'can do' priest to serve as Associate Vicar who will play a very significant leadership role in the life of the church and community as we seek to journey forward into the exciting future we believe God has for the church. We are currently in a season of 'building up' at St Stephen's after sending out a group of 50 from the congregation on a church plant at the end of last year (our 5th church plant in the past 20 years). We have also recently been designated as an official 'Resource Church' in the London Diocese.

Our vision is to see God's Kingdom impacting and transforming every sphere of society. To serve this vision we aspire to be a loving community of God's people, engaging with every age and stage of life. Seeking to apply God's Word and live by the Spirit, our current vision priorities are:

1. A commitment to growing as disciples in every sphere of our lives and at every stage of our lives.
2. An effectiveness in evangelism, particularly with children and young people.
3. A generosity in resourcing other churches. In our role as a Resource Church in the London Diocese, we do this through a) proactive church planting to establish new, engaging, worshipping communities; and b) equipping and resourcing other church communities.

We seek humbly to work out this vision 'not by might, nor by power, but by my Spirit, says the Lord Almighty' (Zechariah 4 v 6).

Role Overview

The role of the Associate Vicar is to work effectively and fruitfully as a key member of the senior staff team that leads St Stephen's under the Vicar and the PCC. This role requires someone who will flourish while carrying the executive and managerial responsibilities that being a priest in a larger church setting demands. This role could be a good fit for someone who sees themselves as a potential future incumbent of a larger church.

Person specification

We are seeking to appoint a priest with well-developed teaching and communication skills, evangelistic giftings and instincts, a commitment to holding together both Word and Spirit, and an ability to think missionally and

strategically. The successful candidate will have the emotional intelligence and self-awareness to be comfortable relating well to the many different people who make up St Stephen's and our wider local community.

You will be joining a large, active church with approximately 650 people regularly attending, with 90 children attending Sunday Kids Church during term time. You will also be part of a welcoming and supportive staff team of 21 people (including clergy). For these reasons, we are looking for someone who will thrive in relating across a large team, and in taking responsibility for the organisational management and implementation work that is needed in a larger church that seeks to operate with professionalism and rigour. A proven ability to cope with the varied demands of leadership in a larger church will be necessary, along with an ability to lead initiatives forward in the midst of those varied demands.

Key Responsibilities

We are currently in the process of re-building our staff team after the sad death of our previous Associate Vicar from cancer a year ago and with a number of recent changes in our staff team personnel, including 'sending out' a number of the staff team on our most recent church plant.

In our revised staff team structure, the new Associate Vicar would have responsibilities which include:

- Oversight and line management of the three staff team members leading the 'young life' ministries in the church:
 - Children's Pastor
 - Youth Pastor
 - Family Life Pastor
- enabling joined-up strategic thinking and implementation of our vision to grow in our effectiveness in evangelism and discipleship with children and young people
- Oversight and effective implementation of a strategy enabling our whole congregation to grow in confidence in being 'outward looking' in word and deed, in ways that are culturally relevant and credible
- Helping to grow a more confident 'culture of invitation' amongst the whole congregation at St Stephen's
- Regular teaching and preaching responsibilities alongside the Vicar, Curate and other members of the teaching team at St Stephen's
- Leading services, including occasional involvement in local school services and assemblies and leading baptisms, weddings and funerals
- Working with the Vicar to input into the training of Curates and Planting Curates St Stephen's receives.
- As a 'number 2' role, the new Associate Vicar would be expected to confidently represent the Vicar on occasions whenever such 'deputising' is required.

Working at St Stephen's

- The office is based at 30 Crown Road, Twickenham, a five-minute walk from St. Stephen's Church
- This is a stipend post, funded by the PCC
- Accommodation in a modern, well maintained, 3-bedroom family home, next to the church, is provided. Council Tax and Water rates are paid.
- A removal grant and reimbursement of removal expenses are paid

- Clergy at St Stephen's work six days a week, including one quieter, more reflective day, and take a day off on Friday or Saturday by agreement with the team
- Clergy at St Stephen's have 6 weeks' annual leave including up to 6 Sundays
- Annual retreat of up to 5 weekdays
- Available to work at Focus (the church holiday in the summer, one-week duration)
- Attend Tuesday morning staff meeting
- 3-month probationary period