



**ST AUGUSTINE'S** IPSWICH

ASSOCIATE VICAR FOR MISSION

**ROLE DESCRIPTION &  
PERSON SPECIFICATION**

**This is an exciting time to be a part of the family at St Augustine's, a vibrant and growing church on the east side of Ipswich, within the Church of England in Suffolk and part of the HTB family of churches.**

After a long interruption to normal church life because of the Covid-19 pandemic, we find ourselves once again energised and excited to make disciples of Jesus Christ as we gather, grow and give. Amazed at what God has done among us recently, with the successful planting of two churches (Lindbergh Road Community Church and River Church), we are now seeing new life emerging in and through our congregation. With patience and prayer, we believe we are poised for significant growth.

Even with the ongoing constraints of reopening and the loss of key leaders and faithful people to our church plants, God has been growing our worshipping community through three weekly worship gatherings and a revived ministry to children and young people. A new Wellbeing Cafe is indicative of a growing desire at St A's to open our hearts and facilities wider to serve our local community in acts of practical compassion.

God is also blessing our church with new disciples, the metric that matters most of all. Through both Alpha and evangelistic preaching, God has graced us with many first time commitments to Jesus and subsequent baptisms. We are also seeing new interest and growth in our small discipleship groups, laying good foundations for new believers.

**The major constraint to growing further, faster, is leadership.**

We urgently need mature, gifted, visionary and available people to help us grasp the many opportunities opening up to us and accelerate our mission. A significant number of new volunteer leaders have emerged here over the last year, for which we thank God, but they are often busy people and available for only a few hours a week.

For this reason, we are now seeking an **Associate Vicar for Mission**. This is a highly strategic appointment for a hands-on, people-focussed, evangelistic pastor. While our successful candidate will carry a share of the church's leadership and some regular pastoral duties, *their overwhelming focus will be on multiplying our mission to the parish and wider community, and growing our church.*

This individual will have the heart and the gifting to make connections between community and church, working especially among our large fringe. Following the Holy Spirit's leading, they will take responsibility for knitting people into the regular worshipping life of our church family, and work to extend our reach into the community where we are known simply as 'the church with the lighted cross.'

We believe that this post offers an exciting opportunity to someone who wants to exercise ministry with significant responsibility and agency in the pursuit and expectation of growth. It offers a gifted individual with experience, energy and bold faith the chance to come and make a real difference.

The successful application will join an energetically missional and forward-thinking deanery, and the resources and support of Inspiring Ipswich ([inspiringipswich.org](http://inspiringipswich.org)).

## **What will our Associate Vicar do?**

It will be important for the Associate Vicar to have space to use their unique God-given talents and passions, but we anticipate that their ministry priorities will spring from the valuable work done by our Mission Planning Team and our conviction that God is leading us to three focus areas of **Children and Young People, Discipleship Groups** and **Compassionate Community Action**.

We are looking for someone who loves running **Alpha** as we see this as central to our mission as a church. This role will include oversight of our existing (evening) course and responsibility for building teams to add a second (daytime) course and eventually a third (weekend) course to our programme. Our long-term vision is for three thriving Alpha groups running concurrently at St Augustine's, which, over three terms will mean nine courses exploring Jesus with at least 100 people every year.

Our **children and families' ministries** are bursting with opportunities. We currently see over 60 under-5s and their families each week at our Music & Rhyme and Hippos groups, only a small handful of whom come from church families, and we want to develop creative bridges into our worshipping life on Sunday, adding perhaps 5 new families each year. Our Messy Church welcomes around 30 children and their carers, again mostly not from church families. We are excited about the opportunity of making Messy Church bimonthly, perhaps even ultimately monthly, and building a regular attendance of 50 or more families.

Our new TLC Renew Wellbeing Café is pointing the way forward for more **compassionate community action**. We currently see around 25 regulars each week, but we can see this growing to 35, and more intentionally building connections to other areas of church family life and discipleship pathways. As we build a team, possibly involving Wellbeing regulars, we also envisage re-establishing our visiting ministry to local care homes. We have a vision to 'turn our facilities inside out' to help our community in practical compassion, such as debt advice and family support.

As with our wider pastoral team, this person would also be looking to make the most of **occasional offices**, especially funerals and weddings. Our bereavement ministry including the Bereavement Journey course and two large annual memorial services could easily be more effective at feeding people of the older generations directly into the worshipping life of the church if we had more capacity to follow up contacts.

Crucially, this person would also be **a focus of encouragement and inspiration** to the whole church family to share their faith and invite others. We expect that this person would be **a catalyst for identifying and training new leaders**, breathing life and possibility back into some whose vision has waned in recent years. In due course we could imagine this person taking responsibility for supervising a local ministry assistant or year out volunteer focussed on growing our mission.

We expect this person would also become a **resource to the deanery and the Inspiring Ipswich project**, helping to train and inspire others in mission and evangelism beyond our own church, by, for example, sharing leadership of town-wide mission projects, helping to develop people through the Growing Leaders course, and potentially helping to establish a new Growing Younger leaders' course.

**Finally, this person would be part of my senior team.** They would be a trusted confidant, sharing with me the joys and sorrows involved with pastoring a this large and diverse church family. They will naturally come with a *big vision* for what they believe God will do, but they must also carry a *big heart* for people and capacity to be patient and play the long game. Most of all, they will know they need to pray *big prayers*.

### **Summary of key responsibilities and objectives**

- Share in the overall leadership of St Augustine's, pursuing God for the fulfilment of our vision to make disciples of Jesus Christ as we gather, grow and give
- Help set the culture of the church by the example of your love for Jesus, commitment to scripture and the centrality of prayer, reliance on God's power, and openness to the work of the Holy Spirit
- Set a high standard in personal conduct, maintaining appropriate boundaries and following a healthy pattern of life that allows you (and your family) to flourish alongside the demands of ministry
- Take responsibility for multiplying our mission to the parish and wider community, through Alpha, compassion ministries and/or children and young people's ministries, according to their identified giftings and passions
- Oversee the delivery and growth of Alpha, post-Alpha groups and other activities supporting the integration of new individuals and families into the life of the church
- Identify and release the energy and gifts of the whole people of God, developing leaders to grow the church and see our community transformed
- Support the preparation, planning and delivery of our weekly worship gatherings, including effective preaching and inspiring Spirit-filled worship services
- Support the delivery of pastoral ministry within the church and community
- Play a full part in our staff team, alongside the Vicar, a stipendiary Curate, a Youth Pastor and Operations Manager
- Share in the governance of the church as a member of our PCC
- Engage positively with 'Growing in God' and the Inspiring Ipswich Deanery Vision and Strategy
- Collaborate within the deanery both in mission and ministry and, through the deanery plan, in such reshaping of ministry as resources and opportunities may require. Attend Deanery Chapter and Deanery Synod and play a full part in the wider life of the deanery

## Person Specification: Associate Vicar for Mission

	Essential	Desirable
<b>Qualifications</b>		
An ordained priest within the Church of England, who has satisfactorily completed IME2	✓	
Degree in Theology, Ministry and Mission (or other academic qualification plus experience)	✓	
Additional qualifications in leadership, management or pastoral skills		✓
<b>Experience</b>		
Successfully leading missional activities, which have resulted in people choosing to follow Jesus	✓	
Running regular and fruitful Alpha courses	✓	
Identifying, recruiting, and mentoring volunteers and future leaders	✓	
Launching and leading small discipleship groups, following Alpha	✓	
Leading in a large and busy church with similar values of ministry and mission to ours		✓
Leading specific ministries in a church, managing a team, programme and budget		✓
Leading other staff, sharing vision, setting strategy, teaching and developing a team		✓
Managing staff, setting objectives, personal development goals, monitoring performance		✓
Working within a clear framework to ensure proper safeguarding for all	✓	
<b>Skills</b>		
Gifted evangelist with a track record of leading people to faith in Jesus	✓	
Exceptional people skills, proven ability to build relationships with all kinds of people	✓	
Strong preaching and teaching skills	✓	
Team leader, able to draw in wide variety of people and see them flourish	✓	
Self-starter with the ability to get things done	✓	
Ability to work joyfully under authority, to lead effectively 'from the second chair'	✓	
Ability to develop and communicate vision to others		✓
Ability to think strategically and lead change		✓
<b>Qualities</b>		
Prayerful and full of faith	✓	
Passionate to see people becoming Christians	✓	
Instinctively collaborative, kind and generous	✓	
Self-aware with good emotional intelligence	✓	
Desire to learn and grow, even in areas of strength	✓	

This role will require an enhanced DBS check.

Housing arrangements will be a rented house (at least three bedrooms) as close to the church as is possible in the current rental market.

**The role is offered on a three-year contract in the first instance at the request of our Diocese, but our PCC is committed to funding plans to ensure that our Associate Vicar continues as a full-time stipendiary role.**

[You can find a short \(but perfectly formed\) Parish Profile here.](#)

Our hope is to make an appointment in September 2023 with the successful applicant taking up their post later this year and certainly by the beginning of 2024.

For an informal conversation about this role, please give me a call on **07725 233 269** or email [al.metcalfe@staugustinesipswich.org.uk](mailto:al.metcalfe@staugustinesipswich.org.uk)

[Apply for this job via the Diocese website.](#)

Thanks for reading, and if you recognise yourself in these pages, I hope to hear from you soon.

A handwritten signature in black ink, consisting of the letters 'A' and 'l' in a cursive, slightly stylized font.

Revd Al Metcalfe, Vicar St Augustine's