

## Associate Vicar

St Andrew's N16, Stamford Hill/Stoke Newington

**Creating Community Together through Celebrating and Sharing Christ's Love**

### Who we are

Thank you for your interest in becoming the next Associate Vicar of St Andrew's.

St Andrew's is a liberal catholic church located in Stamford Hill on the edge of Stoke Newington, London. We are a glorious mix of diversity: we look like the diversity you'd find on a London bus, but we come together to be a place of love and peace that feels like home. We gather together each week to figure out how to be a liturgical, community-focused, Christ-centred church.



We are a black-majority congregation drawn from the roads and estates around us and we are passionate about creating community together by becoming a community hub alongside a place of liberal catholic worship for local people.

We've been on an exciting journey of mission with God over the last 4 years as a pilot project of Organising for Growth by the Centre of Theology and Community (CTC) which was funded by the Church of England Strategic Development Fund. Through this we have grown significantly in our children's & families ministry, and developed and raised up a team of local lay leaders who are strong in their faith, who are in turn passionate in developing new leaders locally, and devoted to prayer and discipleship and bringing people to the love of Jesus.



We are also committed to working as part of the CTC network of churches as we are intentional in the approach of harnessing the power of community organising to grow in number and spiritual depth as well as social impact. To see more about the work that's been happening here please have a look at Chapter 2 (p28-38) of the new [Organising for Growth Report](#).

We have a wonderful church building of great heritage and beauty. We are in the centre of an established Orthodox Jewish (Charedi) community, which comprise about 50% of the parish population. The rest of the population is a diverse mix of old and young, rich and poor, transient and static from a variety of backgrounds and ethnicities.

### **Who we seek to be**

We are a small yet growing church family which is seeking to follow in Christ's footsteps in the Way of Love. We see that God is Love (as our Creator, Redeemer and Sustainer) and is the One who shows us how to be a radical inclusive community.

That's why we want to listen and look to God's work of love and join in.

As a congregation we want to grow more in number and in deepening our spiritual lives and we are discerning that our next focus will be about music. This is why we will be doing listening and organising to form a new group of lay leaders, plus potentially employing a new music lead to help us grow. We are excited to see what may emerge from our listening and at this stage we are wondering if this may involve establishing an intergenerational choir and schools work.

We join with all churches in the Diocese of London as we desire 'for every Londoner to encounter the love of God in Christ', and so everything we do is to creatively grow while becoming confident disciples and create compassionate communities while supporting the diocesan commitment to growing younger, more racially just and becoming a safer church.

We are excited by how St Andrew's next Associate Vicar can continue to grow and develop St Andrew's rich vibrancy and create community together here in heart of Stamford Hill. Take a look at our current [Mission Action Plan 2023-2027](#).



### **Come and be our new Associate Vicar?**

We are looking for a friendly, energetic and inspiring leader who will continue to develop St Andrew's as a community church, growing the church in the context of continuing change.

## Join the new Ministry team?

We are about to enter into a new partnership with a thriving neighbouring parish St Mary's, Stoke Newington. Our current Vicar, Revd Charis Enga, has been appointed as Rector Designate of St Mary's and, as she takes on this new role, she will move into St Mary's Rectory.

That's why we are looking for a new enthusiastic Associate Vicar to come and live alongside us and take on the main responsibilities here at St Andrew's. We want our Associate Vicar to continue to reach out, grow and connect with our neighbours while developing a rooted, incarnational worshipping community that emerges and is co-created by the people.



Revd Charis, the St Andrew's and St Mary's staff, lay leaders and both PCC's would love to create collaborative working relationships and we would like to work together to help one another work out the ministry of the churches in this emerging partnership.

And so we are looking for an Associate Vicar who:

- Will work with the staff, the lay leaders and volunteers, helping to shape and deliver the life and ministry of the church family, playing a full part as a stipendiary ordained minister in the parish.
- Is an experienced collaborative leader with skills in motivating, delegating and teamwork – good at bringing the best out of others, developing new leadership.
- Is committed to continuing the work of 'Organising for Growth', by building on the intentional approach of harnessing community organising to grow in number and spiritual depth, as well as social impact.
- Is an engaging preacher and teacher, with a maturity of faith who will deepen the congregation's own understanding.
- Is compelling in their engagement with the wider community, regardless of faith and background.
- Is willing to work with and learn from our partnerships with the Centre for Theology & Community and Citizens UK.
- Has experience of working with young people and is ready to support initiatives to engage children, schools, young people and young adults in worship and the life of the church.
- Will provide effective stewardship of the parish's assets and resources and will work with the Revd Charis to lead the PCC in the restoration and renovation of St Andrew's to enable it to become a community hub.



- Will be dedicated in church governance – showing understanding of the role and responsibilities of the PCC, awareness of church law, and an ability to manage finance and buildings well.
- Is committed to inclusivity and will work in the team to ensure St Andrew's and St Mary's can offer a welcome to all. This will include an active commitment to racial justice, LGBTQ+ equality and disability inclusion.
- Is a compassionate listener with good pastoral skills.
- Will promote safeguarding both through implementing good safeguarding practice and the maintenance of a healthy safeguarding culture.



There is some flexibility with this role, we want the Associate Vicar to have the freedom to serve according to the particular gifts, experience and passions they bring, whilst recognising the needs of the parish and the emerging partnership that will be evolving.

### **What we can offer**

- the opportunity for ministry within a diverse and sociable Christian community in the inclusive catholic tradition, which is compassionate and mission-focused
- a collaborative and cheerful staff team across both parishes
- the opportunity to work with committed missional disciples who are highly trained in Community Organising
- a commitment to enable your flourishing and growth in your ministry among us
- a supportive PCC
- a church community which values tradition, while embracing new ideas and approaches
- an opportunity to discern with us where God is at work as the parishes begin a new and evolving partnership
- a place to develop wide parish experience within a supportive team
- the chance to join in this season of catholic renewal in Hackney with a supportive Stepney Area Team that will be praying for you and that you can be alongside in this new partnership with additional resources being offered from the Hackney & Islington Programme around mission enabling and operations
- a warm, modern 4-bedroom vicarage



## **Appointment**

### **Clergy Terms of Service:**

- full-time position for three-year interim appointment (under Common Tenure interim appointments of this type are renewable for a further three years, subject to mutual agreement)

### **Stipend:**

- according to the Diocese of London scale

### **Working week, days off and leave entitlement:**

- the pattern of the working week will be discussed at the time of appointment according to personal circumstances, but the expectation is that, as according to Common Tenure posts, there is one rest day per week, and according to Diocese of London guidelines, two days taken off together once a month
- Six weeks per annum to include time off after Christmas and Easter (leaves and days off are according to the Handbook for the Diocese of London)

### **Pension:**

- per Diocese of London arrangements

### **Working expenses:**

- all reasonable expenses will be paid according to Church of England guidelines

### **Housing:**

- The accommodation for the post is a modern 4 bedroom vicarage plus study, garden and off-street parking

3 storey vicarage

4 bedrooms, study, lounge, kitchen, dining room, utility room, 3 WCs, garden and drive

