

Priest in Charge / Revitalisation & Planting Lead
The Parish of St James & St Francis Barrow



rising faith
BARROW

Role Description
January 2026

Parish of St James & St Francis Barrow

Revitalisation Priest role description

INTRODUCTION

Situated within walking distance of the centre of Barrow and waterside, the Parish of St James serves the Hindpool area of Barrow-in-Furness, an inner-urban neighbourhood with deep historical links to Barrow's past as a centre for shipbuilding and steel. Springing up in the mid 19th century to house the increasing number of skilled workers drawn to Barrow, Hindpool is a closely knit and resilient community, with a strong sense of identity and a mix of social housing, rented accommodation and owner occupiers which values its schools and church and has a strong sense of its past.

Standing at the heart of Hindpool, St James' Church continues to be one of Barrow's best known buildings, and a testimony to the faith and aspiration of the families and clergy that founded the church. Valuing its sacramental and choral tradition, the congregation of St James are a small but committed community who are keen to participate, together with God and their clergy, in the renewal of the witness and ministry of the church, to re-connect with and reach their community with the good news of Jesus Christ. Together, with the congregation and the Bishop, we believe that this is a community where mission and ministry can and should regrow.

Situated next to St James' Primary school, the church is keen to renew its engagement with the parents, staff and children of the school and is looking for a Priest ready to revitalise and give energy to their service of the school which the congregation has continued through a period of vacancy, but which is ready for missional and experienced leadership if it is to grow and fulfil its full potential.

To the north of Hindpool, our neighbouring community Ormsgill (formerly cared for by the Parish of St Francis) is home to a larger, more recently built estate, where initial work by the Deanery Pioneer Evangelist has built valuable community presence and connection which, in time we would love to see mature into a New Worshipping Community.

Identified as a key church in our SMMIB funded Diocesan Investment Programme (the Cumbria Way), the Bishop and Congregation are seeking a missional Priest with experience of growing congregations to lead a revitalisation team consisting of the Priest, a Planting Curate and 0.5 Youth & Children's Mission Enabler in helping our church community discern a missional strategy and move into a new season of missional and spiritual renewal.

As a partner church in the Rising Faith Barrow element of the DIP, the Incumbent will be supported by our central team consisting of the local project lead (Rural Dean, Robin Ham) our planting and revitalisation Operations Manager and our Church Planting & Evangelism Enable (all based in Barrow) as well as being a member of a Deanery Chapter and Synod with a long standing commitment to collaborating together in mission and discipleship.

With funding from the national church, we are hoping to, through working together, to reestablish St James as a strong sacramental and missional presence to the town and as a church planting centre with potential to serve the wider Diocese by modelling and championing growth

We would welcome enquiries and visits from Leaders with experience of growth who are able to celebrate both traditional and contemporary expressions of worship with a call to urban areas and growing younger and look forwards to working together to renew the mission of Jesus in this place.

Ven. Vernon Ross

Archdeacon of Westmorland and Furness

On behalf of the Parish of St James & St Francis

1, DETAILS OF THE POST

Role title (as on licence)	Priest in Charge, Parish of St James and St Francis*
	<i>*For legal purposes candidates should note the existing and formal title of this post as Priest in Charge, North Barrow Team Ministry (which is in the process of being revised, later this year).</i>
Deanery of	Barrow in Furness
Archdeaconry:	Westmorland and Furness
Initial point of contact on terms of service	Archdeacon of Westmorland and Furness (Vernon Ross)
Initial point of contact on missional context and local vision	Rural Dean (Robin Ham)
Contact on terms of service	Liz Howson (Bishop's Office Administrator)
Accommodation	A four bedroomed house in the parish is provided by the Diocese with suitable entertaining and office accommodation.

The programme of work connected to this post is funded with support from the SMMIB as an integral element of the Diocesan DIP programme for church planting and church revitalisation. Along with all our revitalisation and planting projects, the revitalisation of St James will share in a set of common aims which we describe as -

1. Growing Reach (growing our contacts, profile and service in both Hindpool and Ormsgill)
2. Growing through evangelism (growing the number of new Christians and people exploring faith)
3. Growing Missional Discipleship
4. Growing younger (through planting a new contemporary congregation, probably in the school)
5. Growing Leadership (developing volunteer teams and as a planting curacy training church)
6. Growing Generosity
7. Growing Collaboration (partnering with Deanery partners to grow mission, discipleship and leadership)

2, LOCATION

St James church is well positioned, just 0.7 miles walk from the centre of Barrow, 0.5 miles from the local retail park and about a ten minute walk from the town park.

The parish & nearby amenities -

1. St James Junior School
2. St James the Great Parish Church (Hindpool)
3. St Matthews Vicarage, Harrogate Street, LA14.
4. Ormsgill
5. Barrow in Furness railway station
6. Portland Walk shopping centre (& town centre)



3, ROLE PURPOSE

- To share with the Bishop in the **cure of souls**
- To promote the work of the church in building God's Kingdom in Cumbria in line with the **Diocesan Vision**.
- To lead the revitalisation of St James as per the **7 outcomes** of the Diocese of Carlisle planting vision, working with the Diocesan Planting Lead, Archdeacon, Rural Dean, revitalisation team and lay leaders to develop strategy and capacity for the **missional growth of St James** and contribute to Deanery wide mission planning
- To position St James' church for sustained missional growth through **deepening discipleship and multiplying leaders** establishing supporting sustainable patterns and resources appropriate to fruitful mission to the local context.
- To work with the congregation, revitalisation team and other partners to discern and develop opportunities to **plant and establish new congregations**, prioritising growing younger
- To provide **leadership and management to lay and staff leaders** (with a particular focus on growing younger and growing diversity).
- To work with the PCC and Growing Younger Youth & Children's Mission Enabler and Diocesan partners to renew youth & children's mission and discipleship, supporting the development of youth evangelism across Hindpool and Ormsgill
- To lead the **PCC**
- To **engage the congregation** of St James with the resources and vision of the Barrow Deanery (**Rising Faith Barrow**) plan and DIP funded missional programme.
- To regrow a missional presence in and with the neighbouring **school** and outreach to families (as part of our Diocesan commitment to growing younger) working with the schools and deanery and ecumenical partners to discern opportunities to foster engagement with local children & families
- To work with local and diocesan partners to develop a long-term account of the sustainability of mission and ministry in the Parish, developing **giving, generosity** and sustainable patterns of worship and mission.
- To work with the Rural Dean and Deanery **Church Planting & Evangelism Enabler** to grow reach, mission and discipleship to the community of **Ormsgill**, engaging the wider church in this.

4, ACCOUNTABILITIES

- As a DIP (Diocesan Investment Programme) funded planting and revitalisation post, the role requires active participation in the Diocesan Church Planting Learning Community, associated training and mission planning, and the Rising Faith Barrow programme. The postholder will work collaboratively with the local project lead, Archdeacon and diocesan staff, contribute to quarterly reporting and monitoring, and help share church planting learning across the Diocese.
- In line with the Diocese's covenant with its ecumenical partners, incumbents are also expected to engage fully in the life and shared mission of their local mission community.

5, KEY RELATIONSHIPS

DIP programme	The Rising Faith Barrow local project lead and oversight board The Diocesan Church Planting Programme Lead (& team)
Diocesan and Episcopal	The Archdeacon of Westmorland & Furness The Bishop of Carlisle
Parish & Deanery	The Wardens & PCC Rural Dean and Deanery Lay Chair Rising Faith Barrow Church Planting & Evangelism Enabler Diocesan Church Planting Learning Community Barrow Deanery Clergy St James Primary School Ecumenical & local community partners Town Centre Missional Chaplaincy Team

6, DAY TO DAY RESPONSIBILITIES

Governance, operational and managerial

- To Chair and lead the PCC
- To lead a team of staff and volunteers (including recruitment, training, support and management)
- To encourage Christian stewardship of people's time, money and abilities.
- To support the administration of the parish and its involvement and progress in the DIP programme; to report regularly to the PCC and Diocesan DIP programme board (through the Church Planting Enabler).
- To work with the Rising Faith Barrow Operations Manager to monitor, report on and manage budget and spending
- To collaborate with the Diocesan Generous Giving team and Archdeacon to grow giving and stewardship

Pastoral

- To share with the Bishop and other Clergy in the cure of souls
- To lead in discipleship and lay leadership development
- To lead in the planning and leading of worship, preaching, and teaching;
- To preach and lead worship
- To undertake parish priest duties including conducting funerals, weddings, baptisms and other occasional offices;
- To be a role model to the congregations in personal spirituality, prayer, holiness, and prayer;
- To set a high standard in personal conduct, setting and maintaining appropriate boundaries;
- 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.
- To renew and strengthen pastoral care capacity through training volunteers;

Missional

- To lead and deliver the strategy for developing growth in each of the 7 areas for growth (of the planting & revitalisation programme)
- To develop creative partnerships with schools and other local community groups and work towards planting a contextually appropriate new congregation to serve the children & families connected to St James Junior School
- To line manage the Children & Youth leader to regrow mission/discipleship
- To work collaboratively with the deanery colleagues and the Church Planting & Evangelism Enabler to develop growth and the planting and growth of a new congregation through evangelism & discipleship
- To ensure the development of mission and discipleship across both Hindpool and Ormsgill
- To support and strengthen the Christian growth of the whole congregation
- To support and engage with the life of St James school

Leadership

- To develop a team leadership to deliver the mission and ministry (including recruitment, training and ongoing support and management, encouraging lay ministry and intergenerational participation in all areas of church life;
- To encouraging lay ministry and intergenerational participation in all areas of church life so as to develop a local strategy and programme of mission & discipleship to revitalise the mission of St James
- To be an active member of the Barrow Deanery Chapter & Synod, contributing to prayer, shared mission and capacity development through shared learning, prayer and activity.

7, PERSON SPECIFICATION

- Educated to degree level or equivalent
- An ordained priest within the Church of England.
- Satisfactorily completed Initial Ministerial Education (IME 1 and 2)

8, SKILLS & EXPERIENCE

- Proven track record of leading and enabling church growth;
- Experience of ministry in estates or similar contexts
- Experience of and commitment to developing youth & schools' engagement
- Practical experience in leading people to faith in Jesus Christ as well as bringing people to a deeper understanding of their own faith and their discipleship of Jesus Christ;
- Strong preaching, teaching and communication skills;
- Proven track record of recognising and growing lay leaders
- Effective manager of people as an enabler, delegator and team player;

9, CHARACTER & PERSONAL QUALITIES

- Confident in their own faith and secure in their own identity as a Christian leader;
- Generous in training and releasing other leaders for the benefit of the kingdom of God;
- Ability to relate well to a wide variety of people, including unchurched, young people, the elderly and asylum seekers/ those on the margins;
- Demonstrable strong leadership qualities and skills including ability to cast vision, inspire, support and empower others;
- Demonstrable heart for mission;
- Able to work collaboratively and consultatively with teams, and other churches and organisations;
- Creative thinker who is comfortable trying new things;
- High level of emotional intelligence, grounded in strong value base;
- Committed to continuing ministerial and personal development.

10, SAFEGUARDING

The Diocese of Carlisle is committed to safeguarding children, young people and adults and our aim is to create protective and supportive environments where all people, and especially those who may be vulnerable, are able to worship and pursue their faith journey in safety.

To ensure that the parishes at all times are committed to safeguarding and promoting the welfare and safety of children and adults, especially those who are vulnerable, and expects all office holders and volunteers to share this commitment. The PCCs have adopted the House of Bishops' 'Promoting a Safer Church; Safeguarding Policy Statement'.

To be familiar with the Diocesan Safeguarding policy and to oversee its application within the parishes. To attend Diocesan Safeguarding training as directed by the Diocesan Safeguarding Advisor. To ensure that each parish has a parish safeguarding officer and to maintain a good working relationship with the parish safeguarding officer.

11, ARCHDEACON'S COMMENT

Barrow Deanery is in an exciting phase of missional renewal which, following prayer and consultation has culminated in a shared vision for missional renewal which is intended to generate new missional growth, more intentional Discipleship, through equipping our churches for mission and through planting new congregations and revitalising churches in several strategic locations.

St James is a crucial element of this, as we seek to renew both the sacramental charism of this church (as a presence for the whole town) and reactivate its missional vocation through joint Diocesan and national church investment in mission and planting new congregations and worshipping communities that can serve Hindpool and Ormsgill for many years to come, in this changing town.

12, ACCOMODATION

A well-presented, modern four bedroomed detached property with office, garage and generous living accommodation is provided (St Matthew's Vicarage, Harrogate Street, Barrow in Furness LA14 5NZ) a short drive from St James' church (or about 15 minutes on foot).

13, INDUCTION

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.

14, VISITING THE PARISH

Prior visits, can be arranged via Archdeacon's PA. Please contact Pauline Cleasby (Executive Assistant to the Archdeacon of Westmorland and Furness) by email on pauline.cleasby@carlisle-diocese.org.uk

APPENDIX - MINISTRY AS A PARISH PRIEST IN THE DIOCESE OF CARLISLE (EXPECTATIONS & QUALITIES).

As a Diocese we expect all incumbents to demonstrate the following qualities -

1, Spirituality

To be a person diligent in prayer, in reading Holy Scripture, and in all studies that will deepen your faith and fit you to bear witness to the truth of the gospel. To maintain a distinctively Christian faith and spiritual life with appropriate support networks (including spiritual director or equivalent and regular retreats). To be on a life journey involving development of theological understanding and spiritual reflection.

2, Personal Development

To continually develop personal skills and knowledge in relation to ministry through Diocesan ministry days, courses of study, reading, consultancy, training courses and workshops. This will include being part of the Diocesan MDR process and to take advantage of training offered by the Diocese.

3, Self management

To follow an appropriate pattern of work to meet the demands of ministry, as well as maintaining a spiritual and personal life. This will include time management, personal administration, planning and organisation, working effectively alone or in a team, chairing meetings, interpersonal skills and appropriate breaks.

4, Working collaboratively

To develop a highly collaborative pattern of working to include a commitment to working within the mission community and promoting collaboration between clergy, laity, different parishes and partner denominations including working collaboratively with clergy colleagues, churchwardens, PCC, staff and volunteers, and other leaders in the local church, ensuring individual's gifts and talents are identified and used effectively in any given situation or task. To share ministry as appropriate, encouraging and building up the community of faith. Make attendance at every Clergy Chapter meeting a very high priority.

5, Leadership

Priests are called to be servants and shepherds among the people to whom they are sent. All clergy are called to inspire, motivate and empower members of the church, individually and collectively, to promote God's Kingdom and to further the Diocesan vision. To share with the Bishop both in the cure of souls and in responsibility, under God, for growing the kingdom. To develop the ministry of the laity through, training, delegation, encouragement and support, so that they have greater involvement in the mission and ministry of the parish. To discern and support lay leadership and SSM vocation in each congregation in your cure, in line with the Diocesan Strategy.

6, Communications

To communicate effectively and appropriately in both written, electronic and verbal form with people of all ages and situations in society, inside and outside of the church.

7, Management & organisation

To work with the PCC and churchwardens or other colleagues to put in place appropriate structures and resources for the Christian community. This will include clear boundaries and accountabilities of roles. To ensure appropriate processes and policies in relation to services, weddings, baptisms and funerals, health and safety, financial, fabric, staff and volunteer management, etc. To ensure that the structures and processes meet appropriate diocesan and legal requirements.

8, Outreach

To develop a ministry that encourages new people into Christian faith and will support existing Christians in evangelism and discipleship. To develop relations with community, external organisations and, where appropriate the employing body to promote positive links with the church. In parishes where church schools exist, to work wholeheartedly with church schools to support the Christian ethos and the life of the school generally.

9. Worship

To lead worship prayerfully, competently and confidently. To plan, organise and conduct a programme of worship that supports the vision and needs for ministry including appropriate use of resources, music, teaching and preaching.

10, Preaching

To reflect, interpret and preach the gospel in a way that will encourage faith development. To adapt content and style for different audiences, occasions and purposes (using biblical interpretation, doctrine, pastoral care, ethical teaching and other models).

11, Teaching

To teach at different ages and levels of faith or knowledge, in support of faith development. This may include admission to Holy Communion, confirmation, school assemblies, introduction to Christianity, nurture of new believers, and lifelong Christian discipleship. This may be in formal teaching environments or in small groups. To plan, organise and conduct a programme of teaching which supports the vision and needs of the church community. To encourage Christian Stewardship of people's time, money and abilities so that the whole ministry of the church is strengthened and enabled.

12, Pastoral Care

To identify pastoral care needs and put in place appropriate structures and skills to provide this to the community (including, parish visitors, pastoral assistants, local volunteers). To lead the Christian community in giving support to those in need of pastoral care as appropriate, including baptism and marriage preparation, care to the sick and dying, bereavement, individual support and visiting.

Priests are ordained to lead God's people in the offering of praise and the proclamation of the gospel. They share with the Bishop in the oversight of the Church, delighting in its beauty and rejoicing in its well-being. They are to set the example of the Good Shepherd always before them as the pattern of their calling. With the Bishop and their fellow presbyters, they are to sustain the community of the faithful by the ministry of word and sacrament, that we all may grow into the fullness of Christ and be a living sacrifice acceptable to God.

13, Mission Community.

Mission Communities are the confirmed Diocesan Strategy aimed at enabling the local Church to Thrive and to grow, it is expected that all parish clergy contribute actively to the wider Mission Community. In time terms this should be at least one day a week for an FTE post and may include leading on a particular area of Mission Community life such as Development of Lay Ministry.

14, Church Schools.

The expectation is that the Minister helps to promote and actively support the work of the Church Schools in this Benefice, promoting a good relationship with the school community, which is a key element of the County growing younger strategy.