

ROLE PROFILE AND JOB PACK

Associate Vicar

Greyfriars Church, Reading

Greyfriars Church



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Thank you for your interest in this role. We hope this pack helps you as you prayerfully discern whether God is calling you to Reading.

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Vicar's Welcome



A church for the heart of Reading.

Greyfriars is a diverse, growing church serving a rapidly changing town centre. We describe ourselves as **a church for the heart of Reading** — a community rooted in seven centuries of faith and passionate about serving the people around us.

Each week well over 1,000 people visit our site — around half attending our Sunday services, and many others connecting through our Atrium coffee shop, bookshop and newly completed Greyfriars Centre.

Reading itself is a dynamic, multicultural town with areas of significant deprivation alongside major commercial growth. Thousands of new residents are moving into recently built apartments in our parish, creating fresh opportunities for mission, hospitality and discipleship.

This is an exciting moment in our story. We are grateful for all God has done and eager to build on strong foundations as we enter a new chapter of mission and ministry, both at Greyfriars and beyond the boundaries of our parish. We believe God has given us gifted people, outstanding buildings and strong partnerships — and we are praying for an Associate Vicar who will help deliver our vision for the next season.

At Greyfriars our vision is to:

Become like Jesus

We want to be a spiritually healthy church – actively growing in our faith and sharing the gospel with others.

Belong to His church

We want to be a place of hospitality, connection and friendship for all who cross the threshold of our site.

Bless other people

Our mission is to share the love of Jesus with others — through serving, giving and praying for those in our community and beyond.

I hope you enjoy exploring the profile and we are praying for you as you discern whether God is calling you to Reading. If you'd like an informal conversation about the role, do be in touch.

Rachel

Rachel Bedford, Vicar

rachel.bedford@greyfriars.org.uk

Serving in the Diocese of Oxford

Reading is a historic town in the Berkshire Thames Valley and centre of the archdeaconry, with excellent road and rail connections to London and the rest of the country. It is the home of Reading Festival and the University of Reading and is a dynamic and vibrant place to live.

Greyfriars sits in the heart of this busy town, surrounded by shops, businesses and homes. It is a lively, large and growing, diverse and missional church with a history of planting out and resourcing other churches across the deanery and it has a developing, and vital, ministry to refugees and asylum seekers.

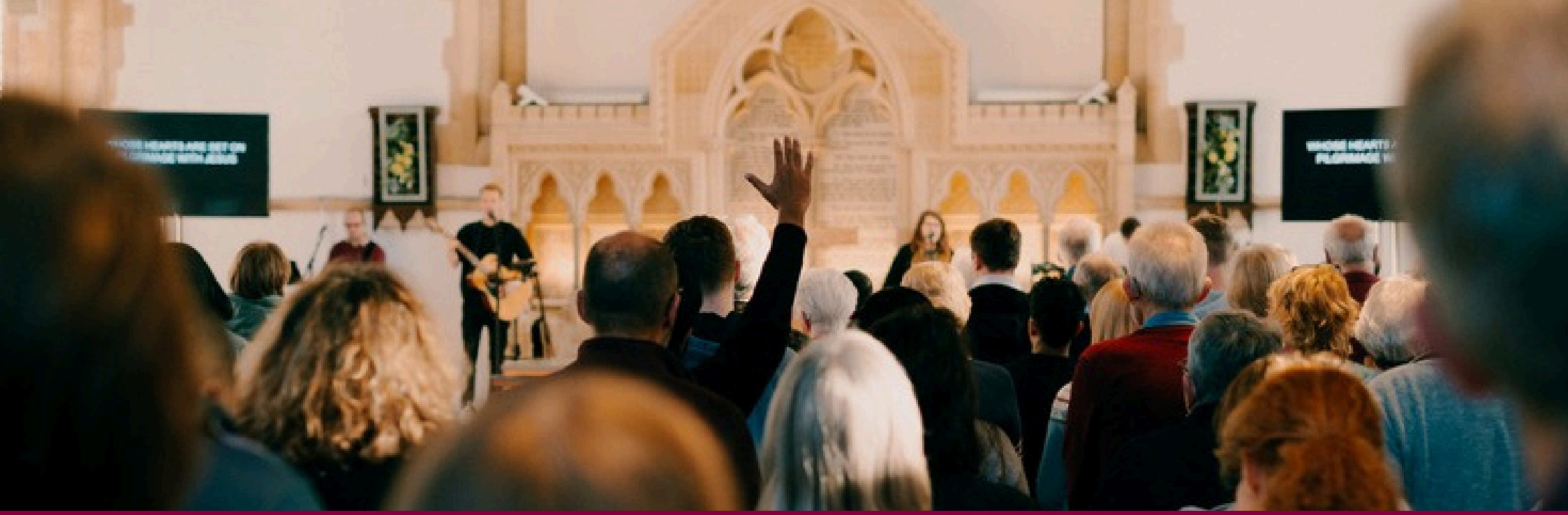
With its 29 parishes, Reading Deanery has one of the largest synods in the country. For many years Greyfriars has been a gift and resource to the deanery, working beyond its parish boundaries, with other town centre and wider deanery churches to bless and support mission and ministry in Reading.

As you will see from the profile, we are looking for a minister with the competence, experience and gifts to lead and oversee significant areas of the mission and ministry of the church. At the same time, the successful candidate will need to have the skills and maturity to regularly shift between leading and supporting, as you seek to enable and release Rachel in her overarching role as Vicar of Greyfriars.

Please feel free to contact me if you would value a conversation about this post.

The Revd Canon Paul Cowan
Associate Archdeacon
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Church Life

3
Sunday congregations at 9:30am, 11:30am and 6:00pm

450–500
Average Sunday attendance

100
Of whom are under-18

Greyfriars is a large, lively evangelical church with three Sunday congregations at 9:30am, 11:30am and 6:00pm. Sunday worship is centred on biblical teaching and a desire to encounter Jesus in the power of the Spirit. Our average Sunday attendance is between 450-500 people, roughly 100 of whom are under-18.

Throughout the week, ministry is extensive and varied. **Groups, Gatherings and Courses** form the backbone of discipleship and pastoral care and our work with young people caters for both regular churchgoers and families from our community.

We offer Bereavement support, Recovery Church and settings for the elderly and adults with learning disabilities to find community. Our flourishing Sanctuary ministry offers welcome, English-speaking classes, meals and friendship to refugees and asylum seekers across our town.

Greyfriars is led by a committed staff **team** including clergy, ministry leads, operations staff and volunteers and our dedicated PCC offer prayerful support, governance and expertise to all our activities.



Resources and Finance

Greyfriars Church

Greyfriars Church is a Grade I listed, flexible worship space seating around 400 people.

The Atrium

The Atrium (opened 2021) is a public-facing hub with a coffee shop, bookshop, lounge, prayer room and space for Sanctuary ministry and has proved to be an effective missional space.

The Greyfriars Centre

The Greyfriars Centre (a substantial new building over three floors, completed in 2023) provides rooms for courses, youth work, community events, and external hire, including a studio, kitchen, offices and meeting spaces.

c.£1.1m ANNUAL INCOME



- Congregational giving
- Atrium bookshop and coffee shop
- Centre room hirings

Greyfriars is a registered charity receiving no external funding other than Gift Aid. Income of c.£1.1m is generated from three sources: congregational giving (78%), Atrium bookshop and coffee shop sales (13%) and Centre room hirings (9%). We tithe 10% of our income to local charities. Greyfriars has been able to generate a small surplus over the past three years but, like many churches, faces financial headwinds. Our finances are actively managed and as part of our stewardship programme we continually review our financial outlook.



Who are we looking for?

We seek a mature and gifted leader who can bring spiritual depth, pastoral warmth, organisational expertise and the ability to nurture healthy discipleship culture.

This role sits at the heart of Greyfriars' life, requiring someone who can help steward our discipleship pathways, pastoral wellbeing and missional growth. This will require proven, prior experience in managing staff, leading teams, developing leaders and building systems that support flourishing ministry in a dynamic, town-centre church.

The person we appoint will be collaborative, proactive, prayerful and wise, with a particular heart for under-30s and those on the margins of society. They will work closely and creatively with the Vicar, helping to hold the internal life of the church together – alongside evolving the outward strategic leadership of Greyfriars' wider calling.

How we will support you

The Associate Vicar will be welcomed into a leadership environment where spiritual health is the heartbeat of everything we do. At Greyfriars, we believe that soul care is not simply one priority among many — it is the foundation of who we are as individuals and as a church.

This person will work closely with the Vicar, forming part of the Core team and sharing responsibility for delivering the vision, values and culture of Greyfriars. Our wardens and PCC care deeply about the spiritual wellbeing, governance and long-term sustainability of the church and Greyfriars has a strong ethos of teamwork, shared ownership and accountability.

Support is also available through the wider diocesan network, including clergy wellbeing provision and input from diocesan development teams. Housing, stipend, and terms of service will follow national Church of England provision for clergy roles. The Associate Vicar will live in a large, 4-bedroom diocesan-owned **house** on the edge of Prospect Park, around a mile from Greyfriars.



ASSOCIATE VICAR

Role Description

Vision and Culture

- Work with the Vicar to strengthen Greyfriars' spiritual, relational and organisational health in line with our vision
- Cultivate, model and articulate a unified ('one team') staff and volunteer culture – ensuring teams are aligned and serve with a sense of purpose
- Lead prayerfully and pastorally, deepening our culture of praying for others

Developing Others

- Line manage several staff members including ministry heads and operational staff
- Coach and develop staff and volunteers through feedback and mentoring
- Identify and invest in emerging leaders, creating pathways for development and sustainable ministry
- Raise and recruit leaders who can multiply and strengthen our Groups, Gatherings and Courses programme
- Develop and deliver training for teams to grow their skills, deepen faith and strengthen community across all serving teams

Pastoral and Discipleship

- Share in preaching and teaching across Greyfriars' services and midweek ministries
- Provide pastoral oversight for Groups, Gatherings, Courses and volunteer-led ministries, ensuring wise, safe and spiritually attentive practice
- Support the delivery and expansion of Alpha
- Build clear pathways from first welcome to belonging and integration
- Plan and lead occasional offices and other one-off services

Implementation and Delivery

- Alongside the Vicar, oversee Sunday service teams, ensuring Sunday gatherings are welcoming, Jesus-centred and consistent
- Strengthen Sunday volunteer pipelines, structures and training pathways
- Reduce complexity by building simple, healthy ministry processes
- Identify areas for improvement and implement innovative solutions, for example with our digital communications and social media presence
- Manage relevant budgets and resources, supported by operations staff
- Contribute to safeguarding, governance and organisational clarity across Greyfriars

ASSOCIATE VICAR

Person Specification

Qualifications & Training

- Ordained priest within the Church of England
- Completion of IME or equivalent theological/ministry training
- Enhanced DBS clearance, safeguarding training and commitment to leading a strong safeguarding culture

Experience

ESSENTIAL

- A committed follower of Jesus, shaped by prayer, scripture, worship and attentive soul care
- Experience shaping and sustaining discipleship pathways
- Church leadership experience as a curate or minister
- Proven ability to lead, inspire, equip and manage volunteers and staff
- Confident preacher and Bible teacher, holding to the authority of scripture, a traditional Biblical position on marriage and human sexuality, and able to communicate with clarity, warmth and depth
- Collaborative ministry experience with lay leaders and staff teams
- Pastoral ministry across a wide range of life situations
- Experience working with children, families and young people, with understanding of learning across ages
- Excellent safeguarding instincts, experience and track-record

DESIRABLE

- Experience growing church ministries, especially in seasons of renewal or expansion
- Ministry experience in a town-centre or city-centre church
- Familiarity with Alpha, HTB, New Wine or similar networks
- Oversight of budgets, stewardship or resources
- Competence with IT systems and platforms (Microsoft Office, Canva, ChurchSuite)

ASSOCIATE VICAR

Person Specification

Knowledge, Skills & Competencies

ESSENTIAL

- Ability to communicate and embed shared vision, values and strategy
- Ability to equip, encourage and release others into ministry and leadership
- Exceptional emotional intelligence, self-awareness and relational warmth
- Strong organisational skills, able to manage competing priorities in a dynamic church environment
- Strategic thinker who builds healthy systems for sustainable ministry and spiritual health
- Ability to bring clarity to complexity
- Excellent interpersonal skills, able to build trust, connection and community quickly

DESIRABLE

- Experience developing leadership pipelines
- Ability to design and deliver training for leaders, volunteers, and ministry teams

Personal Attributes

- Spiritual steadfastness, rooted in prayer, scripture and worship
- Calm, grounded, non-anxious leadership presence
- Approachable, dependable and pastorally sensitive
- Willingness to live with accountability and transparency
- Aligned with charismatic evangelical Anglican theology and practice
- Clear sense of calling to long-term church leadership
- Dynamic and adaptable, able to navigate complexity with constructive optimism
- Able to draw people together, inspire trust and build community
- Committed to lifelong learning, spiritual formation and ongoing ministerial development
- Willing to work flexibly, including evenings and occasional Saturdays

Next Steps

Thank you for taking the time to read this profile. For an informal conversation about the role, please contact Rachel Bedford, Vicar, at rachel.bedford@greyfriars.org.uk



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