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**Diocese of Coventry**

**Training Post for Deacon who expects to be ordained Priest**

**PROFILE for Curacy at St. Paul’s Leamington, starting in summer 2021**

We are a larger church, clearly evangelical and charismatic, in Coventry Diocese. We are becoming a diocesan Resource Church (“Mission Hub” in this diocese) and are looking for a high capacity curate with significant ministry experience who can help us to equip the church to become more missional; and maybe to lead a church plant in 3 or 4 years time, although this is not required. The vicar likes to give plenty of time to his curates. Past curates have particularly appreciated the input he has given to their preaching and leadership development, and to their growth as disciples of Jesus.

*(Please read this together with the most recent annual report (2019), which has lots of photos and stories. The report will give you a flavour of the church pre-Covid. You can find the annual reports on our website* [*www.stpl.org.uk*](http://www.stpl.org.uk) *under the “Latest” tab. You can also find our Vision document under the “About us” tab. This document tries not to duplicate what you will find there.)*

Incumbent: Jonathan Jee (57, married to Juliet, with 5 adult children & 2 grandchildren)

15 Lillington Road, Leamington Spa CV32 5YS

Ordained in 1988

Curate 1988-1992 (St. Thomas, Brampton, Chesterfield)

Team Vicar 1992-2000 (St. John's, Hinckley)

Vicar of St. Paul's since 2000

Jonathan says, “I grew up in a clergy household – my dad was vicar of a few villages. My faith was nurtured on SU summer camps, and came alive as a student at St Aldates in Oxford. I have always tried to hold together the best of a conservative view of the bible, expecting God to speak through his word, together with a charismatic approach to worship and ministry. For nearly 20 years I have been part of the New Wine network. I have been fortunate to be in growing churches for all my ordained ministry, and am looking forward to this next season as we become a resource church/mission hub in our diocese.”

Parish Setting: The parish of St. Paul’s is NE of the centre of the thriving town of Leamington Spa, which is in the centre of England. The parish itself has a wide variety of housing, from the very rich to the very poor, with plenty in between. Also in the parish are a few shops, several pubs, residential care homes, wardened flats for the elderly and our church aided primary school (St. Paul’s). There is a large secondary school nearby (outside the parish, but we are in their catchment area).

 The parish itself is relatively small (4,000 or so) but most of the congregation live within a couple of miles of the church, either in the parish or in one of the adjoining parishes. A few people travel into St. Paul’s from further away.

 Leamington Spa is consistently voted one of the best places to live in the UK, and merges into neighbouring Warwick. Warwick is better known (thanks to the castle) but Leamington is larger and has more going on. We are close to Warwick University, and many students live in Leamington.

**THE CHURCH**

Tradition: St. Paul's is clearly evangelical, seeking to embrace the best of a conservative view of the authority of scripture, together with a charismatic determination to “eagerly desire” spiritual gifts. It is normal on a Sunday to have different people talk about encountering God through the worship, the preaching and prayer ministry afterwards. We have a wonderful mix of people from almost every denominational background, as well as people with no church background.

Size: In recent years, the Lord has grown St Paul’s from being a large version of a medium-sized church, to a small version of a larger church. The Electoral Roll is 416, which is a fair indication of the adult membership of the church. Around 500 adults come at least monthly (at least they did pre-Covid!), together with over 200 children and young people, and we have around 50 students from Warwick University in term time. Our “worshipping community” is around 800 people. There is a good spread of people across all ages. Approx numbers (pre-Covid) are:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Male | Female | **Total 2020** |
| Under 11 | 80 | 70 | **150** |
| 11-19 | 40 | 40 | **80** |
| Students | 25 | 25 | **50** |
| 20s | 40 | 40 | **80** |
| 30s | 45 | 60 | **105** |
| 40s | 50 | 65 | **115** |
| 50s | 35 | 40 | **75** |
| 60s | 25 | 35 | **60** |
| 70s | 30 | 35 | **65** |
| 80s & 90s | 5 | 15 | **20** |
| Totals | 375 | 425 | **800** |

Sunday services: 5 years ago we multiplied the main morning congregation into two services, in order to create room for further growth. But early in 2019 (pre-covid!) we felt the Lord leading us to combine them again at 10.30am. Then lockdown happened – it remains to be seen what will happen when the restrictions are lifted.

 8:30am A quiet service of Holy Communion. Average attendance 10-20.

10.30am A lively service for all ages, with children’s groups most weeks. Average attendance is 250 adults and 130 children under 16. Most weeks some people come for the first time. We now livestream this service, and are doing our younger children’s ministry on our youtube kids channel, and older children/youth ministry on zoom.

6:30pm An informal service. Average attendance 70-80 in the holidays, with an extra 50 students in university term time.

Midweek services: There is a midweek service at 11am on Wednesdays. Average attendance is 35.

Occasional offices: Funerals: 10-15 a year

 Weddings: 5-10 a year

 Baptisms/thanksgivings: 10-15 a year

Midweek Groups: There are 21 Small Groups meeting at different times of the week, and various other larger gatherings of people (eg 50 11-18s and 50 in their 20s/30s went on residential weekends; there are around 50 men who meet for MIRTH on Tuesdays, 20-40 stay for coffee on Wednesdays after the midweek service, and 50-70 women meet at OASIS on Thursdays). During a recent sabbatical, Jonathan sensed the Lord leading us to develop many of these groups into mid-sized (missional) communities. But we haven’t yet got very far with this as Covid intervened – of course, the small groups have become even more important than ever, and we are looking forward to seeing how God has worked in this time.

Particular ministries: These are well detailed in the annual report. We know that the Lord is calling us to a new season, and that we shouldn’t just revert to how we used to do things when we emerge from the pandemic, so there will be a season of seeking the Lord for what needs to change. This is a wonderful time to experience church leadership, and to contribute to this change, and learn from it. What is sure is that we need to get better at evangelism (not just through Alpha) and discipling new Christians.

Wider links: There are good links, both with other Anglican churches and with churches of other denominations. Jonathan hosted a monthly prayer lunch for church leaders in Leamington for 11 years, but has handed that on now; relationships between church leaders are good. There are also some superb townwide joint ministries, including The Well Christian Healing Centre, CAP debt centre, Thrive youth ministries, Streetpastors and Foodbank, and many more. We also have strong links with a number of mission partners (both in the UK and overseas), and have just taken on 3 young couples as new mission partners (going to Brazil, Albania & Central Asia). Again, details are in the annual report.

Staff: Since the 2019 annual report, there has been some change on the staff team. In particular, both curates have now moved on (Adam to be the vicar of St. Jude’s in Southsea, and Ruth to complete her training in another church). As well as looking for a curate to join us in the summer, we are also looking for an Associate Vicar, who will play a significant role in helping us to turn the Resource Church vision into reality.

 Our operational team is the same as in the 2019 report. There will inevitably be some change in this area as John & Mel are approaching retirement age.

 Our Youth team is the same (Kate & Lizzie R). Our children’s team is now Katy & Lizzie T, with Ros, Hannah & Lydia having left the staff team. While we are doing ministry online, this is sustainable, but we expect to recruit another children’s worker to the team in the summer.

 We have also been joined by Lars (Media manager, overseeing our livestreaming & technology), Jeremy (Student Worker) & 3 interns.

Housing: There is a good 4-bedroom house on Sandown Close CV32 7SX

**VISION AND PRIORITIES FOR THE FUTURE**

Jonathan’s priority on arriving in 2000 was to see the church become healthy across all 5 areas of worship, discipleship, fellowship, ministry & evangelism. He believes that healthy churches will grow. In the past the church had had emphases on some of these areas, but not necessarily all at the same time. Jonathan’s background in both conservative and charismatic evangelical churches has left him with a strong desire to see Word and Spirit held together, and he has found his vision and values sharpened through being part of the New Wine network. There has been growth in all these areas, and in the church as a whole, but there is still some way to go before the whole church is firing on all cylinders!

He also led the church in seeking fresh vision from the Lord, leading to the strapline “Bringing Glory to Christ, Growth to His Church and Good News to the Community”, and a clear vision “to see Leamington changed, one life at a time”. In the past the different ministries had sometimes pulled in opposing directions, but there is a clear desire to pull together and make a big difference for the Kingdom of God in this area. There is a “Vision and Values” document, which sets all this out clearly. This vision now needs refreshing as God seems to be calling us to become a Diocesan Resource Church (or “Mission Hub”). The health has led to growth, and the growth now needs to overflow to others.

We do not sense a call to grow much larger as a church, but to deepen the discipleship of our members, and equip them to plant new expressions of church and to help to re-energise churches that have grown tired. We are currently in conversation with the Diocese about what this might look like in practice.

**ROLE OF CURATE IN THESE PLANS & LIKELY AREA of LEADERSHIP RESPONSIBILITY**

We are looking for a high-capacity Curate who will fit well with our values and be energised by leading and equipping others for ministry, and helping us to become a church-planting resource church. As well as general parish ministry, we hope that the Curate will have significant ministry responsibility and oversight according to their gifting and calling, which could include any of: alpha, small groups, students and young adults, the evening service, prophetic ministry and prayer, social action, worship, our intern program and more. It is possible that they will be called to lead a church-plant from St. Paul’s. As part of the Senior Leadership Team, they will also be able to contribute to the overall strategy for St Paul’s.

**HOW DOES THE VICAR UNDERSTAND THE ROLE OF TRAINER?**

My approach is based on Ephesians 4:11-12. Our role as clergy is to equip the church members for their ministries, so that the body of Christ may be built up. This equipping is done by a mixture of preaching and teaching (both in large and small groups), by modelling how to do it and apprenticeship, and by one-to-one instruction and evaluation. Essentially it is a ministry of the word and prayer, and following the leading of the Holy Spirit. All of this is within the context of a church family that is becoming more united, prayerful, joyful and passionate about growing the Kingdom of God.

With regards to a Curate, there are two sides to this. One is that my role is to help equip the Curate for their ministry. The second area is in helping the Curate to be an equipper of others for their ministries. Overall my aim will be that by the time a Curate leaves us, they are ready to be a Vicar. In particular, past Curates have expressed appreciation for how much I have helped to develop their preaching, and equipping them to face new situations that could not have been anticipated.

My style is informal and much of the training will be by regular talking through how things are going, as well as with more formal regular coaching and supervision. I am particularly concerned that the Curate gives appropriate time to family/friendships as well as to their ministry – I have never found it that easy to get the boundaries between church life and family life right, but am determined to keep working at it. I am, however, good at taking days off and holidays, and making sure that the staff do the same.

**Contact**

For further information, please either email the Principal of the Coventry Training Partnership, the Revd Canon Dr Richard Cooke on Richard.Cooke@Coventry.Anglican.org (Tel: 07952544820) or the Incumbent, the Revd Jonathan Jee, on jonathan.jee@stpl.org.uk (Tel. 01926 772132).