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# ST STEPHEN'S CHURCH

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## Steeton



Steeton Village

# BISHOP'S STATEMENT

## for St Stephen's, Steeton

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St Stephen's Steeton is an important and growing church within the Bradford Episcopal Area and the Diocese of Leeds. It is a significant focal point in its local community, and the finances and buildings are in good order. We are looking for an enabling leader, capable of managing change carefully and sensitively, who can work with the congregation of St Stephen's to keep growing the church, developing confident discipleship, and nurturing relationships within the village and local community in creative ways. Especially given the part-time nature of this post, we are seeking a person who can develop others into ministry and leadership alongside them.

Steeton is a growing village, with two large housing estates being built which are now partly occupied, and possibly more to come. Along with the Methodist Church, the need to welcome new people into the village has been recognised and some have joined St Stephen's. Continued engagement with the new build developments and giving new residents the opportunity to discover Jesus and the life of the local church will remain an important task for St Stephen's for the immediate future. Other recent positive developments include community fun days and other events to engage with the local community. The next stage will be to build on these to develop regular work with young families.

From the perspective of the Episcopal Area, we see three particular priorities for the incoming incumbent:

To provide enabling leadership, which will grow the church numerically as well as spiritually and in service to its local community, working a 'mixed economy' of new forms of church and worship alongside traditional ones and developing lay discipleship and lay leadership to take them on to the next level. (S)he will therefore need excellent teaching, team building and team leadership skills.

To develop effective ministry with families, young adults and children, and to cultivate links with the two local primary schools and other key community organisations such as the Scout Group.

To develop active and visible relationships within the village in creative ways, both personally as an individual and also through the congregation. S(he) should be able to engage strategically with the life of the community, contributing with others to a vision both for Steeton, especially with new housing developments, and for the place of the churches in Steeton.

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. In appointing to this post, we are therefore looking for someone who is both visionary and enabling, with the capacity to lead into a new era of growth. The new incumbent will have a joyful and confident faith which has inspired a track record of church growth, both numerically and spiritually.

The Deanery of Aire and Worth, now 18 months old, is comprised of parishes with a similar demographic to this benefice, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new incumbent will therefore find a group of creative and supportive colleagues in the Deanery chapter, all of whom will be familiar with the joys and challenges that each other faces. We expect the new post holder to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deanery of Aire and Worth, and across the Episcopal Area.

+Toby Bradford

12 June 2018

# AN INTRODUCTION

## to the parish of St Stephen's, Steeton

A beautiful church loved and cared for by the congregation

Good road and rail links to both cities, and unspoilt hills, rivers, and moors

A growing population with new families moving into the Parish

We reach out to the community through special events during the main festivals of the church

We need help to include younger people in running the church

A suburban village community of 4,375 + residents, surrounded by farmland and open country with good local amenities, employment, health care, shops and transport

The congregation is a welcoming team of people who support and complement each other's roles

We recognise each other's skills and talents

## The New Priest

We welcome a prospective incumbent with the following skills and dedication:

The Priest should be:

- A strong energetic spiritual leader
- A good listener and communicator
- A person willing to support and work alongside laity roles
- A visible presence in the community

The Priest should have:

- Interpersonal skills, able to relate to other people of all ages
- A vision for gradual change
- A goal of numerical growth
- The 'common touch'

As traditional Church members we work well together as a dedicated and talented team. However we need a Spiritual Lead whose direction and ideas will nurture and engage with people who attend our special events, have brought children for baptism, and are moving into the area.

In return we will support you in working within the limits of a part time post with appropriate personal development, training, and holidays, and have budgeted to pay your expenses in full. We offer you, a congregation committed to paying our share in full to the diocese, a cooperative PCC, a well maintained church and church hall and a well planned, modern, vicarage.

Website: <https://ststephenschurchsteeton.wordpress.com/>

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# STEETON VILLAGE

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Old Steeton

The village of Steeton is ancient, pre dating the ecclesiastical parish by about 1000 years. The Manor, or settlement of Styveton (Stephen's town) is first noted in Saxon times. By the time of the Domesday book in 1086 Steeton and Eastburn had 550 acres of land under cultivation. In Norman and Medieval times the abbey at Kirkstall and Bolton Priory had granges in the village. For centuries the village relied on a mix of an agrarian economy and home based wool spinning and hand loom weaving. The village did not grow or change much until the Industrial Revolution when several textile mills were established in Steeton and its vicinity. In late Victorian times some wealthy industrialists from nearby Keighley made their homes in Steeton and it was around this time that the church was built, funded by public subscription. The foundation stone of the Church was laid in 1880, and the church was consecrated in 1881. The church, along with the adjacent church hall, is situated in the oldest part of the village. Both buildings are Grade II listed and the surrounding area is a designated Conservation Area.

Steeton grew further in the 1970's when Airedale General Hospital was opened and new housing was built, principally to provide

accommodation for hospital staff. Since that time there has been some further pockets of housing development, adding to the former hospital housing. More recently (2014 to present) there have been two significant housing developments which have added around 500 new homes in Steeton and Eastburn. About 90% of all village properties are owner occupied with about 5% privately rented and a further 5% Council owned.

The hospital is by far the biggest local employer within the parish, probably employing far more people than all the other businesses and enterprises combined. There is a small, light industrial estate which occupies part of the site of a former ordnance factory. Here, Acorn Stair Lifts has its headquarters and call centre. Damart has a warehouse and distribution centre and Grandma Wild's has a bakery. There are a number of smaller businesses and a DVLA driving test centre. In Eastburn there is a hi-tech precision engineering firm, formerly Landis Lund, now known as Five Landis.

Steeton Hall Hotel is located in what used to be a local mill owner's mansion. The village has a cricket club, a football club and a crown green bowling club. There is one pub, The Goat, an

## STEETON VILLAGE

ex-servicemen's club and a working men's club known as "The Dock". Within Steeton village there is a new Co-op, a post office combined with a green grocer's shop, a pie shop, a newsagent's & convenience shop, several beauticians and hair dressers and a Chinese take away. Eastburn has a grocery store/newsagent's & post office, a pub/restaurant and a fish and chip shop.

There are three nursing homes within the parish, Steeton Court and Currergate in Steeton and Croft House in Eastburn. Steeton also has a private residential hospital, Three Valleys, which is a mental health rehabilitation unit. There is a health centre and pharmacy and there are local primary schools in both Steeton and Eastburn.

Secondary education is provided at other schools outside the parish.

The village has very good public transport links with neighbouring towns and cities. There are over 70 trains a day directly to Leeds, Bradford or Skipton, all with services beyond. Frequent bus services connect to Keighley, Skipton, Colne, Burnley, Ilkley and Otley. Although Steeton is more built up today than ever it was, it is still situated in a lovely part of Airedale, surrounded by beautiful countryside, farmland, hills and moors. It is in close proximity to Haworth and the Bronte country and only a 15 minute drive to the boundary of the Yorkshire Dales National Park.



Old Steeton

*...What I like about the village is that it is a friendly place, with good access to open countryside, close to the Yorkshire Dales, with excellent communication links to Leeds and Bradford.*

Andrew

*...We moved to the village 2 years ago. I love the amount of smiles and good mornings I get on the school run as everyone is so laid back and friendly which is the atmosphere I've witnessed most often with village events. St. Stephens church I have attended for Christingle and midnight mass along with the school carol services. Rev ... has always been warm and welcoming, always ready to extend a handshake and a kind word.*

Kayleigh from the village website on Facebook

*...Our village is beautiful. We have wonderful neighbours and a great sense of community. I love living here. My niggles are that many dropped curbs are not opposite one another and access to St. Stephens church hall is tricky for disabled visitors eg the road is too bumpy and the path up to the hall is too steep for my scooter, so no independence there.*

Samantha H from the village website on Facebook

*...I lived in Steeton all my life. I love the place. It is full of lovely people and some characters. The church is beautiful. I have had some of the happiest times of my life there along with the saddest of times*

Sue K from the village website on Facebook

*...Steeton has been my home since birth, almost 70 years ago. It is where I have felt safe and not had the need or desire to leave. It is the place I am happy to return after visiting other lovely places, it is the place I belong, the place I call home.*

Anne T

# IMAGES OF STEETON



High Street



The Railway Station



Airedale Hospital

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## ST STEPHEN'S CHURCH

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The foundation stone for the church was laid by the then Vicar of Kildwick, Revd Dr Herbert Todd in February 1880. The church was consecrated by the bishop of Ripon the following year. The adjacent church hall was erected some years later, it was initially envisaged that this would be a school but a day school already existed in Steeton so the building has never been used as such, except for Sunday school. Both buildings are currently Grade II listed and lie within the Steeton Village Conservation Area.

The buildings are located in a picturesque setting, surrounded by lawns, gardens and mature trees. The upkeep of the grounds and buildings is overseen by a small group of volunteers. The PCC tries to ensure that small issues are dealt with

promptly so that they do not become larger problems. This way, the buildings are maintained to high standard and kept in good order. Both buildings have disabled access and 24 hour CCTV monitoring & recording facilities. The church has an audio loop and both fixed and portable PA systems.

The church has had the chancel, vestry and Lady Chapel re-roofed (Oct-Nov 2017) and there are plans to re-roof the nave as soon as the funding is available. The interior of the church has just been redecorated (May 2018) and work is in hand to repaint all the outdoor railings and ironwork on the premises. The church is not only used for regular worship and services but occasionally for exhibitions, flower festivals and concerts.



Charlotte



*I enjoy the quietness of the church. I enjoy the time to pray and the traditional services. I also appreciate the way Charlotte has been able to do my regular duties with me. I find as everyone else does it is a friendly church.*

Louise

*Charlotte loves to help me setting up. She really enjoys the fun days because she enjoys arts and crafts and sees her friends. She enjoys Sunday school because she likes listening to the bible stories and making things. She enjoys the Christingle because she likes the Christmas carols.*

Charlotte

*Friendly, welcoming, a sense of belonging, caring, sharing,.....*

Lynda

*We had our daughters service of thanksgiving at St. Stephens church. It was a lovely day with no pressure to go for a full christening or anything instead.*

Suzie A from the village website on Facebook

*What keeps me coming to church is that it is like one big family, with people looking out for each other, offering help and support, but also very welcoming to those who may be new to the village or the church.*

Andrew

*The church is a space where I can nurture my faith and ponder my doubts. I don't need to go to church to be with God, so it is about fellowship, and inclusion, joining with others who share my beliefs and ideals.*

Val

*What keeps me coming 'over the hill' to St Stephen's:*

*"I love this church: When new to the village, at one of the lowest points in my life, the friendly welcoming warmth at St Stephen's 'wrapped me up' and gave me hope - I want to be a part of doing that for others today"*

Thelma

*What keeps me coming to Church? The Spiritual feeling of the Church, I love the Sunday Service where I feel humble to be Crucifer Server or administrant, the warmth of the welcome, everyone working together.*

Anne T

*I need to keep coming to church for the fellowship with other Christians and to recharge my batteries for the coming week.*

Julie

*I came for the friendship and fellowship at St. Stephens and the happy services.*

Sally

*The peace and companionship.*

Pat

*I find the peace within the church and love the friendship and involvement of everyone to make all so welcome.*

Margaret

*I feel so welcome in St. Stephens, so kind and friendly, so different to the first time I lived in Steeton 18 years ago. Felt God was telling me I was still needed at Holy Trinity, Cowling. Later I attended Lent groups at Steeton Methodists where I met the curate from St. Stephens who got some large print books. Decided to change to St. Stephens and it was the right time.*

Maureen

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# THE CHURCH HALL

St Stephen's, Steeton

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The church hall building consists of two halls, toilet and kitchen areas and former classrooms which provide office space and storage. It is currently used for church social events, meetings and the Ladies' Fellowship. On a weekly basis it is hired by the Cubs and Scouts, Daisy Chain Children's Centre, a line dancing group, Explore Tots and a local nursery which runs a before and after school facility in term time and childcare in school holidays.

The hall is also the local Polling Station at election times. The toilets in the hall were recently reordered so as to accommodate better disabled facilities. The kitchen is fitted with modern equipment and is suitable for catering purposes.

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## THE VICARAGE

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The Vicarage is located about 400 yards from the church on the private housing estate which was primarily built for hospital staff. It is a 4 bedroom detached house, the former integral garage was converted into a study when the property first became a Vicarage in the 1970's. It has a spacious

lounge, separate dining room, modern kitchen and utility room plus downstairs cloaks and washroom off the entrance hall. Outside there is a single detached garage and gardens to three sides of the property. The tarmac driveway can accommodate 3-4 vehicles.

# THE CHURCH

## and its people

St Stephen's is a warm and welcoming church, with a kind and generous congregation, especially in the service of others in need and is best described as central, traditional. Vestments are worn.

Eucharist is celebrated each Sunday morning, with special All Age services at times across the year. A mid-week service of Holy Communion is held on Wednesday mornings, much appreciated by those unable to attend on Sunday. Children are welcome at all services and Sunday School meets on the first Sunday of each month, maintaining a link with families unable to commit to weekly attendance. Mainly nursery and primary school age children, numbers fluctuate, but a small regular nucleus helps continuity.

The local primary school hold their Carol Service in Church and local scouting groups meet in the hall and join us on Remembrance Sunday.

With a congregation that is predominantly white, female, pensionable age, working and middle class, weekly attendance has grown over the past six years by approximately 12%, with 78 on the electoral roll and around 51 communicants each week. 18% of the congregation live outside the parish.



Thelma and Pauline

Church Officers and PCC members work well together as a team and lay leadership is strong. This we attribute to the God-given talents of individuals and co-operation and dedication of church members, pulling together and participating in the various rotas, as sidesmen, intercessors, pastoral visiting, coffee making etc.

As house building in the area continues, our challenge is to reach out and encourage new residents of all ages to come join us in the mission for church growth spiritually and numerically.



Gillian, Margaret and Ann

# THE CHURCH

## and the Community

People in the community at Steeton still seek support for important life events. Last year there were 20 baptisms, 5 weddings and 14 funerals (7 in church and 7 at the crematorium). The importance of the church to the village was demonstrated by the people who made donations and set up projects to raise money for the renovation of the roof.



World War 1 Commemoration

We encourage people to go into church when we hold fund raising events, by using it for maybe an exhibition by the local Art Group such as the May Day Animal Hunt, the Advent Fayre, together with coffee mornings or an occasional Craft Fair. We hold special Fun Events for families in the hall on Good Friday, Christmas, and the summer Holiday Club, and teach children (and parents) about God through activities and a story. The Annual Teddy Bears Picnic in church in August encourages families to come along and enjoy themselves.

Birthday cards are sent to children baptised at St Stephen's (each year up to the age of three), inviting them to come to Sunday school. Communion is taken regularly to Nursing Homes and members unable to attend church. Steeton Primary School holds its Carol Service in church

We ran two 'Holiday at Home' events for elderly people who were unable to go on holiday themselves. Three individual days of fun were sponsored by local businesses, and the Parish Council.

We work with Steeton Methodists on an informal basis throughout the year, which includes a joint Remembrance Day Service, starting in church and proceeding to the war memorial. A Welcome Pack has been produced by members of St Stephens and the Methodist churches for people new to the Parish. The pack includes local information and the monthly Parish Magazine with articles from St. Stephen's church, the Methodist church and the Parish Council. We join the Methodists for Lent lunches and Groups, and support each other's social and special events.

We support home and overseas missions and charities with money and goods. We donated to the Children's Society and the Salvation Army, with a contribution to the Food Bank from Harvest; we supported Manorlands, Martin House, and Bradford Soup Run 'Socks and Chocs', and sent toys to the Women's Refuge at Christmas. Last year our giving totalled £688.



A Christmas Fun event

We help the Church overseas by collecting stamps for the Leprosy Mission, by supporting Jubilee Outreach Yorkshire (J.O.Y.), the Diocesan link with the Sudan, and Christian Aid. Our communal Christmas card raised money for '500 miles' (prosthetic limbs for Africa). Last year our giving totalled £1005.

# HOLIDAYS AT HOME



# THE CHURCH

## and its finances

Steeton is not a wealthy area, but neither is it poor. People in the locality are generous in their support of the church as demonstrated in recent fund raising efforts to help renew the roof areas to the Lady Chapel, Vestry and Chancel, completed in October 2017.

The parish finances are currently healthy as detailed in the latest accounts to 31 December 2017 (copy attached), with a breakeven position achieved after allowing for the exceptional capital expenditure of £74k associated with the roof renewal work. A contingency account has been established to smooth out fluctuations in cash flow and to meet any emergency expenditure. It is gradually increasing and is now close to the PCC objective, being the equivalence of three months of normalised expenditure. In addition, there are two Restricted Funds, the main one being the "Refurbishment Fund" with a balance of c. £16k and as the name implies specific to building related projects and the second being the "Consecrated Ground Fund" with a balance of £2k and for use only on work within the church grounds.

The parish share has been met in full over the last few years and despite increasing by 26% over the last two years alone, we are on track to meet the request for 2018. A stewardship campaign was last undertaken in April 2016. Paul Winstanley, Diocesan Stewardship Adviser, recently gave a presentation to the PCC to explore imaginative

ways in which we could successfully launch a new campaign.

Funding the increased share request and operating expenses has emanated from a number of income sources, including a planned giving scheme, (35%) with 42 covenanters, providing an average weekly amount of £9.27 out of which £8.48 (91%) is gift aided. Other significant sources of income, include letting of the church hall (28%), gift aid recovered (13%) and fund raising events (5%). An active and enthusiastic "Social and Fund Raising Group" organise a series of events throughout the year to raise funds to cover running expenses, specific projects and for external charities. A budgeting process is undertaken towards the end of the financial year, with amendments to both income and expenditure agreed by the PCC based on known circumstances and reasonable assumptions. This includes the payment of all reasonable clergy expenses in full.

There are challenges ahead and notably the reliance on an increasingly aged congregation with 38% of current planned giving by value provided by people aged 80 years and older. Whilst we appreciate the generosity of all members of the congregation, there is a need to attract new and younger people, which we are starting to see, but this work remains a priority for us all.



Support and dedication

# TERMS OF APPOINTMENT

## and Accommodation

The Post is a half-stipend incumbency (3 days a week plus Sundays).

The Provision of the house includes water rates and Council Tax. All expenses are paid. Removal costs and a resettlement grant are available.

The appointment is made under Common Tenure and is subject to a satisfactory Enhanced Disclosure from the DBS.

There are six weeks holiday per annum plus Bank Holidays (or time in lieu).

Participation in annual Ministerial Development Review and in-service training is required and an annual retreat is strongly encouraged

### Is God calling you to this post?

To arrange a visit or conversation, contact:  
Archdeacon of Bradford, Ven Dr Andy Jolley,  
andy.jolley@leeds.anglican.org,  
01274 405720; 07973 458403

or Parish Representatives:

Mrs Thelma Pacsoo,  
Pacsoo@btinternet.com,  
01943 830670

Mrs Ann Phillips,  
awphillips7@btinternet.com,  
01535 654125

Application packs are available from Carmel Dylak: carmel.dylak@leeds.anglican.org (0113 353 0290)

or <http://leeds.anglican.org/vacancies-bradford>  
or <https://pathways.churchofengland.org/search>

Closing Date: Application forms should be completed on Pathways by noon **on Friday 24<sup>th</sup> August**

Interviews will be held on **Thursday 20<sup>th</sup> and Friday 21<sup>st</sup> September** followed by a further meeting with the Diocesan Bishop prior to a final offer of the post. An enhanced DBS will be required.



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# THE DIOCESE OF LEEDS

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In this young diocese, now four years old, we are working with three core objectives:

**Confident Christians:** Encouraging personal spiritual renewal with the aim of producing clergy and laity who are confident in God and in the Gospel.

**Growing Churches:** Numerically, spiritually and in their mission to the wider world.

**Changing communities:** For the better, through our partnership with other churches and faith communities, as well as government and third sector agencies.

The Diocese came into being at Easter 2014 following the dissolution of the historic dioceses of Bradford, Ripon & Leeds and Wakefield. This followed a three-year process of debate and consultation driven by the Diocese's Commission. It covers a region whose economy is greater than that of Wales. Background papers to the reorganisation process can be read at [www.wyadtransformation.org](http://www.wyadtransformation.org).

The Diocese comprises five Episcopal Areas, each coterminous with an Archdeaconry. This is now one of the largest dioceses in the country and its creation is unprecedented in the history of the Church of England. It covers an area of around 2,425 square miles, and a population of around 2,642,400 people.

The three former dioceses were created in the nineteenth and early twentieth centuries to cater for massive population changes brought about by industrialisation and, later, mass immigration. The diocese comprises major cities (Bradford, Leeds, Wakefield), large industrial and post-industrial towns (Halifax, Huddersfield, Dewsbury), market towns (Harrogate, Skipton, Ripon, Richmond and Wetherby), and deeply rural areas (the Dales). The whole of life is here, along with all the richness, diversity and complexities of a changing world.

The diocese is dissected by major motorways (M1, A1M, M62) and major trunk roads (such as the A650, A59), making road and rail communications good. Access to airports is also good, with Leeds-Bradford in easy reach and Manchester only an hour away.

The Diocesan Bishop is assisted by five Area Bishops (Bradford, Huddersfield, Kirkstall, Ripon and Wakefield) and five archdeacons (Bradford, Halifax, Leeds, Pontefract, Richmond & Craven).

There are 323 stipendiary clergy, 165 self-supporting clergy and 398 clergy with PTO along with 408 Readers, 125 lay pastoral ministers and 52 chaplains in 656 churches with 256 church schools. In the Bradford Episcopal Area there are 57.7 stipendiary posts serving 68 parishes with an average weekly attendance of 5,949 from a population of over half a million.

The Diocese is unique in having three cathedrals: Bradford, Ripon and Wakefield and over the past year the cathedrals have begun to work together on the key Diocesan services as well as developing three strands that they will offer to the diocese – pilgrimage, civic engagement and apologetics. This new diocese, led by the bishops, is working out how best to create a diocese with more than one cathedral, and to develop the ministry and outreach of these cathedrals in a way that secures their future and recognises their distinctiveness.

The diocese has inherited strong partnership links with Sudan, Sri Lanka, Tanzania, Southwest Virginia, Skara (Sweden) and Erfurt (Germany).