



Team Rector of Harden, Wilsden, Cullingworth & Denholme

ROLE DESCRIPTION

Role description signed off by Ven Andy Jolley, Archdeacon of Bradford

Date: September 2025

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Team Rector
Name of benefice:	Harden and Wilsden, Cullingworth and Denholme
Episcopal area:	Bradford
Archdeaconry:	Bradford
Deanery:	Aire & Worth
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

Specific

The Team Rector will be the senior Anglican priest in Harden, Wilsden, Cullingworth & Denholme with responsibility for overall leadership of a ministerial team which comprises a Team Vicar, retired clergy with PTO, one of whom served recently as a Self-Supporting Priest in the benefice and continues to hold pastoral responsibilities, and an LLM with Permission to Officiate, and retired clergy. (S)he will also be the Training Incumbent for any curate deployed to the parish.

There are five particular priorities for the Team Rector:

- To work with the congregations of the four churches to grow them, particularly through outreach and ministry among families, children and young people, and working a 'mixed economy' of new forms of church and worship alongside traditional ones;
- To continue the good work in developing lay discipleship and lay leadership;

- To grow the financial health of the churches in the benefice to be able to meet the full costs of mission and ministry in the benefice and also make a contribution to the costs of mission and ministry in less economically advantaged parts of the Diocese;
- To reinforce the shared identity of the churches in the benefice;
- To help the congregations be even more at the heart of the community life of the villages.

General

- To share with the Bishop both in the cure of souls and in responsibility, under God, for “building confident Christians, growing churches and transforming communities”;
- 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 build up the Kingdom of God in the parishes of Harden, Wilsden, Cullingworth and Denholme and more widely in the Diocese;
- To promote the health of the Church and its growth in numbers, in spiritual commitment and in service to local communities;
- To have regard to the Diocesan Strategy (see Appendix), including collaborating with others to develop a flourishing children and youth ministry within reach of every young person;
- To undertake any duties that may reasonably be required of the role.

3 Key Working Relationships

- The Bishop of Leeds
- The Bishop of Bradford (with responsibility for the Bradford Episcopal Area)
- The Archdeacon of Bradford
- The Area Dean and Deanery Lay Chair
- The Deanery Synods and Clergy Chapter
- The Diocesan Office team, including the Human Resources Manager
- The Diocesan Mission and Ministry Team
- The Area Clergy Development Officer
- Clergy and lay colleagues
- Churchwardens
- The Parochial Church Councils and Benefice Council
- Ecumenical partners / Ministers of churches in the area
- Local community partners including schools.

Future

- Local councillors and other civic leaders
- Head teachers of schools
- Leaders of other religious communities

Supportive:

- Clergy Counselling Support

The Team Rector will also have support and advice available from the team of Diocesan officers.

4 Health and Wellbeing

The Diocese of Leeds is committed to promote the wellbeing of our clergy and their households in terms expressed in the Church of England's Covenant for Clergy Care and Wellbeing. We also expect our clergy to manage their time well to ensure that they:

- Take a regular day off each week, trying to ensure that this includes the preceding evening and If the weekly day off is compromised for whatsoever reason, to take a day off in lieu;
- Take their full annual leave allowance each year (six weeks holiday plus Bank Holidays, or time in lieu of Bank Holidays);
- Pay attention to their spiritual wellbeing, including daily prayer and Bible reading, reading / learning in general, quiet days and an annual retreat;
- Build collegial relationships across the Deanery, Episcopal Area and Diocese;
- Engage fully with their annual Ministerial Development Review and Continued Ministerial Development and Education;
- Advise the Area Dean, Archdeacon or Area Bishop as early as possible of any health, stress or anxiety concerns;
- Engage in a continuous learning relationship (eg work mentor, spiritual director, peer group) which supports and encourages their ministry. The Area Bishop or Archdeacon can provide a directory of spiritual directors and mentors should this be required.

The Diocese of Leeds works with Health Assured, our Employee Assistance Programme, in delivering a confidential, professional source of support, including a helpline and counselling services, to its clergy and spouses.

Despite the reference to 'Employees', the programme provides services closely suited to the needs of clergy. Details can be seen at <https://www.healthassured.org/>

The HR team at Church House are also available to talk through any issues or questions. For further information, go to the diocesan website: <https://www.leeds.anglican.org/how-we-can-help/supporting-clergy/wellbeing-counselling-and-support-for-clergy/wellbeing-counselling-and-support-for-clergy> or ring this free and confidential helpline: 0800 028 0199.

5 Archdeacon's Comment

For the past six years a fruitful period of Interim Ministry has been in place in this benefice. After the benefice came into being eleven years ago, the constituent parishes continued to run with a great deal of independence. Following the Interim Ministry there is now a strong, shared and cohesive identity across the four churches (one of which is an encouraging local ecumenical partnership in Denholme with the Baptists and URC). The Benefice Council has been fully established and the respective Church Council meetings are set up to minimise the load for the clergy. A coherent, attractive and workable pattern of worship has been established across the four villages, including new forms of worship (particularly Messy Church and online services) to reach new people. The clergy now operate more flexibly across the whole benefice. Confident lay leadership has been developed (making good use of the Diocese's Personal Growth and Leadership Course) and the office holders in the four churches now meet regularly to share good practice. Financial viability has been enhanced. Relationships with the schools in each village, and links with the various community, uniformed organisations are all good.

The benefice is also served by a part-time Team Vicar, active retired clergy (including one who served as a Self-Supporting Minister in the benefice until recently and continues with specific responsibilities) and an LLM with Permission to Officiate. There is also a part-time paid benefice administrator. Following the Interim Ministry, we are now looking to make a permanent full-time appointment to the role of Team Rector. The new post-holder will be able to build on the foundations laid during the past six years, offer good Church of England parish ministry, and progress the five specific objectives detailed above.

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 a visionary, enthusiastic and enabling leader for the next chapter in the life of the benefice, and has a joyful and confident faith which has inspired a track record of church growth, both numerically and spiritually. (S)he will be a good communicator, comfortable with being a visible public presence in the villages, capable of building good relationships with a wide range of people and able to thrive within the diversity of the benefice.

The Deanery of Aire and Worth is comprised of parishes similar to those of 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 deeply familiar with the joys and challenges that each other faces. The new post holder will therefore be expected 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.

Leading your Church into Growth (LYCiG) and Jesus Shaped People (JSP) are two excellent initiatives born in the Bradford Episcopal Area and now adopted in other Dioceses. They have enabled church growth and developed confidence in congregations. Newly appointed clergy are required to book onto a LYCiG conference within 12 months of their appointment, and ideally to attend with some people from their parish. Experienced mentors and training are available to new incumbents to make the most of LYCiG and JSP.

All new appointees in the Diocese are also 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

The accommodation offered will be the Rectory as detailed in the Parish Brochure. Prior visits, if necessary, can be arranged via the Archdeacon's PA. Please contact carmel.dylak@leeds.anglican.org

APPENDIX: Our Diocesan Strategy

Barnabas: Encouraging Confidence

The Diocese of Leeds is committed to building **confident Christians** who are part of **growing churches** and helping to **transform communities**.

As followers of Jesus, we are called to **share the Good News**, serve others and make a positive difference in our communities. To help us do this, we need to be **confident** in our faith, in our churches and in the future.

Over the next 10 years, we are focusing on four key areas:

- **Confidence in our Mission** – Helping churches understand their purpose and make the best use of their buildings, time, and resources.
- **Confidence in our Future** – Ensuring the diocese remains sustainable, effective, and well-prepared for the years ahead.
- **Confidence in our Leadership** – Supporting and equipping everyone who serves in our churches.
- **Confidence in our Witness** – Encouraging and empowering people to share the Good News of Jesus, especially with children and young people.

These **four pillars will guide everything we do from Church House**, helping us work together and support the diocese more effectively.

What is Barnabas: Encouraging Confidence?

Barnabas: Encouraging Confidence is a strategy designed to **support churches in their mission**.

Diocesan teams (and we hope Churches across the diocese) are focused on ensuring their work supports increasing confidence in the 4 areas of mission, future, leadership and witness.

It goes even further through seeking and using additional funding from the national church to provide resources and targeted initiatives which can help churches to **grow, adapt, and thrive**. A dedicated **Barnabas Programme** team will oversee this, working with wider diocesan teams to ensure we get alongside parishes, offering guidance and practical support.

The name **Barnabas** is inspired by the early church leader who encouraged and strengthened others in their faith. In the same way, this strategy aims to **build up** and **equip** churches so they can move forward with confidence.

As we step forward, we do so with a shared commitment to seeing our churches and communities flourish.