



Vicar of the North Wakefield Benefice

ROLE DESCRIPTION

Role description signed off by Ven Cat Thatcher, Archdeacon of Pontefract

Date: May 2025

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Vicar
Name of benefices:	North Wakefield Benefice
Episcopal area:	The Episcopal Area of Wakefield
Archdeaconry:	Archdeaconry of Pontefract
Deanery:	Wakefield
Initial point of contact on terms of service:	Archdeacon of Pontefract

2 Role Purpose

Specific

The person appointed will be

1. The priest who will facilitate with other leaders the identification and carrying out of God's vision for ministry and mission in Alverthorpe, Outwood, Stanley and Wrenthorpe, building upon the existing strengths of worship and community outreach.
2. Committed to reaching out to the communities of Alverthorpe, Outwood, Stanley and Wrenthorpe in mission and evangelism, with a heart for growing the church in love and commitment to God, in number of disciples, in generosity and in loving service to its neighbours.
3. The person who, working with others, will keep the bigger horizon in view, and will see the church in the benefice as an instrument of the Kingdom of God, led by the Holy Spirit to be both servants of the community alongside other agencies whilst also bringing a prophetic voice to the

church and community.

4. The person who will develop discipleship among the four congregations, including fostering and encouraging a spirit of generous stewardship, and growing confident Christians who look forward to and contribute towards a flourishing future for all four churches.

5. The leader of the clergy and lay team, including an Associate Priest, Retired Priest, LLMs and four PCCs as well as a number of other volunteers, who will strengthen and develop lay leadership in confidence and creativity.

6. The Training Incumbent for any curate deployed to the benefice.

7. The person who leads the engagement with the schools, youth centres, nursing/care homes, other churches and neighbourhood initiatives.

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 North Wakefield Benefice, 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, as expressed in the Barnabas Programme (<https://leeds.anglican.org/how-we-can-help/barnabas-encouraging-confidence/>), and to engage with the Barnabas team insofar as is relevant to the parish.
- To undertake any duties that may reasonably be required of the role.

3 Key Working Relationships

- The Bishop of Leeds
- The Bishop of Wakefield (with responsibility for the Wakefield Episcopal Area)
- The Archdeacon of Pontefract
- 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 Barnabas Team
- The Area Clergy Development Officer (who is currently the Archdeacon)
- Clergy and lay colleagues
- Churchwardens
- The Parochial Church Council
- Ecumenical partners / Ministers of churches in the area
- Local community partners including schools.
- Local councillors and other civic leaders

- Head teachers of schools
- Leaders of other religious communities

Supportive:

- Clergy Counselling Support

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

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For all of our appointments we are seeking clergy who have a joyful and confident faith which has inspired a track record (however defined) of church growth. In return we offer a helpful and creative Diocesan Team, focused within the Barnabas Initiative (<https://leeds.anglican.org/how-we-can-help/barnabas-encouraging-confidence/>), ready to support imaginative ministry in the parish.

The North Wakefield Benefice is a vibrant group of four parishes with four churches in suburban Wakefield. Based in former mining communities, there is both still a high level of multi-

generational residential stability, and new housing which has brought in house buyers, and the community is now a mix of families, working professionals, and retirees. Transport links are excellent to Leeds, Wakefield, Sheffield and other major employment centres, with easy access to the M1 and M62, and a station at Outwood. Housing stock is split between social housing and privately owned. There are 18 schools and 10 care/nursing homes in the benefice, and Wakefield Hospice is within the benefice, with Pinderfields Hospital just outside it.

Churchmanship ranges from Evangelical to Anglo Catholic and services include Morning Prayer, Services of the Word and Holy Communion/Mass, including Communion by Extension. Robes are worn. Three of the four buildings are in good order, with the fourth requiring significant major works.

There will be a need for the new vicar to focus on

- growing the congregations, spiritually, numerically, and in generosity,
- reaching out to the communities in mission and evangelism, especially to schools and to families,
- growing take up of occasional offices, and follow up from these,
- being a unifying presence across the benefice,
- engaging and energising the congregations, developing and empowering lay leaders, and encouraging active participation in church life,
- balancing traditional and more creative approaches to worship and liturgy, so that St Paul's, St Mary Magdalene's, St Peter's and St Anne's are places where everyone feels welcomed and loved.

The Deanery of Wakefield comprises parishes with a similar history and demographic to North Wakefield, and the new vicar will find a supportive and friendly welcome in the clergy chapter. We expect the new post holder to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deanery of Pontefract and across the Episcopal Area.

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, and
- (iii) the residential "*Leading Your Church into Growth*" course (LYCiG).

Leading your Church into Growth (LYCiG) and Jesus Shaped People (JSP) are two excellent initiatives born in this Diocese 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.

The accommodation offered will be a new vicarage which has been purchased in Stanley parish. Prior visits, if necessary, can be arranged via the Archdeacon's PA. Please contact heather.ricks@leeds.anglican.org.