



Rector of Castleford

ROLE DESCRIPTION

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

Date: 6th September 2025

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Rector
Name of benefices:	Castleford
Episcopal area:	The Episcopal Area of Wakefield
Archdeaconry:	Archdeaconry of Pontefract
Deanery:	Pontefract
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 Castleford, building upon the experience and achievements so far and utilising the opportunity of the focus into a single parish church.
2. Committed to reaching out to the community in Castleford in mission and evangelism, with a heart for growing the church in love and commitment to God, in number of disciples, 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 Castleford 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. This includes leading on the civic responsibilities of the parish, such as the annual Service of Remembrance.

4. The leader of the clergy and lay team, which includes two Churchwardens and a PCC as well as a number of other volunteers.

5. the Training Incumbent for any curate deployed to the parish.

6. 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 parish of Castleford, 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, Deanery Lay Chair and Assistant Area Dean
- 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
- 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 Church of All Saints is a single-church parish in the town of Castleford, an ancient Roman settlement with a more recent mining and industrial heritage. New housing and low house prices have brought in house buyers, and the community is now divided between unemployed, low-skilled workers and commuters who travel daily to Leeds, Wakefield and other parts of West Yorkshire. Housing stock is split equally between social housing and privately owned. In recent years the churches of Castleford were first brought into a single benefice, and then in summer 2024 three of the churches were closed, focusing Anglican ministry in the town centre historic parish church. As can be seen in the Parish Brochure this means there is a huge opportunity for

the new Rector to work with an engaged and empowered laity to renew and grow the mission of the church in the town. Worship is centred on the Eucharist with Catholic ceremonial. Vestments are worn. While the church building is essentially sound, it will be a key priority for the new Rector to lead a refurbishment/reordering project of both church and parish rooms. Funding will be available for this project from part of the sale proceeds of the three former church buildings.

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

- growing the congregation, spiritually and numerically,
- reaching out to the community in mission and evangelism, especially to older folk, families and to the occupants of the new housing in the parish,
- growing children's and youth ministry,
- developing and empowering lay leaders,
- as well as leading the building project.

The Deanery of Pontefract comprises parishes with a similar history and demographic to Castleford, and the new Rector 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 the Rectory as detailed in the Parish Brochure. Prior visits, if necessary, can be arranged via the Archdeacon's PA. Please contact heather.ricks@leeds.anglican.org.