



Minister of The Eldwick Church (BMO) – House for Duty

ROLE DESCRIPTION

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

Date: April 2026

To be reviewed 6 months from appointment and 3 yearly thereafter

1 Details of post

Role title (as on licence):	Minister of The Eldwick Church
Name of benefices:	The Eldwick Church BMO
Episcopal area:	The Episcopal Area of Bradford
Archdeaconry:	Archdeaconry of Bradford
Deanery:	Aire and Worth
Initial point of contact on terms of service:	Archdeacon of Bradford

2 Role Purpose

Specific

The person appointed will be the senior Anglican priest in Eldwick working with colleagues from the Airedale Methodist Circuit, a Reader/LLM and Trustees of The Eldwick Church.

There are three particular priorities for the incoming minister:

- a) To foster an enabling leadership culture, working with the Trustees and congregation, to develop confident disciples and lay-leadership capacity which can grow the church numerically as well as spiritually and in service to their local community. Building on good work to date, including a Messy Church, this will involve reimagining ministry with a 'mixed ecology' of new forms of church and worship alongside traditional ones and developing lay discipleship and lay leadership on to the next level. (S)he will therefore need excellent teaching, team building and team leadership skills.
- b) To help to grow the church younger, including amongst those aged 40-60, but especially supporting and extending effective ministry with families, young adults and children to grow young people as Christians, including cultivating links with the local primary school, pre-school and other organisations.

- c) To develop active and visible relationships within the village of Eldwick and the town of Bingley in creative ways, personally as an individual and particularly 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 Eldwick within Bingley, and also for the Eldwick Church's place alongside the other churches in Bingley, especially the other Anglicans and Methodists in the town.

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 Eldwick 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 Superintendent of the Airedale Methodist Circuit
- The Deanery Synods and Clergy Chapter
- The Diocesan Office team, including the Safeguarding and Human Resources Teams
- The Diocesan Mission and Ministry Team
- The Area Clergy Development Officer
- Clergy and lay colleagues
- Churchwardens
- The Eldwick Church Trustees
- The Airedale Methodist Circuit, and especially the minister linked to the Eldwick Church
- 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

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://leeds.anglican.org/how-we-can-help/equipping-faith-in-life/ministry-wellbeing/ministry-wellbeing.php> 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. 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 minister will have a joyful and confident faith which has inspired a track record of church growth, both numerically and spiritually.

The Eldwick Church is a valued part of the Bradford Episcopal Area and the Diocese of Leeds, as well as the Airedale Methodist Circuit. The village of Eldwick, sitting on the ridge overlooking Bingley, has expanded over recent years with new build housing, and is now home to c2500 people.

The Eldwick Church is the result of an Anglican Church and a Methodist Church coming together in January 2011 to create a church for the local community, born out of the conviction that they can witness and serve this community better together. As Eldwick is largely within the parish of All Saints Bingley, a Bishop's Mission Order (BMO) was created in 2013 to enable the church to have its own distinct identity. This has worked well, and the BMO has been reviewed and renewed every five years since then.

The church has a high standard of lay leadership and associated structures. The finances and buildings are in very good order. After meeting some local resistance over a first set of plans, a new church hall complex was built in 2018, with major works then undertaken in the church in 2019. Since then solar panels have been fitted and the church car park re-surfaced. This has resulted in a very attractive building complex which is well used by community organisations and groups, as well as for events. It has also enabled the forging of better and stronger relationships with the local community, with large numbers of people using the church buildings during the week.

This appointment is on the basis of House for Duty (2 days a week plus Sundays) and is the Diocesan ministerial contribution to the LEP. The appointee will need to understand and value the ecumenical nature of the church. (S)he will work alongside a named minister from the Airedale Methodist Circuit, who will be providing presbyteral input to Eldwick alongside a number of other churches.

We are looking for an enabling leader who can work with the church's Trustees and the congregation to keep growing the church numerically and also in confident discipleship and leadership, develop the church's work with children, young people and families, and maximise the mission potential of the community's footfall in the church buildings. Especially as the role is part-time, we are seeking a person who can inspire and develop others into ministry, leadership and responsibility. (S)he will also be comfortable working with the governance structures of the church and enabling them to best support its mission and ministry.

The Deanery of Aire and Worth is comprised of parishes, many with a similar demographic to Eldwick and many of whom are experimenting with new approaches to worship and mission alongside inherited patterns. The new minister 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.

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 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.

The accommodation offered will be the Vicarage, Winston Grange, Otley Road, Bingley, Bradford, West Yorkshire, BD16 3EQ 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.