



Parish Brochure
2024



Photography *Raistrick*

Hello!

Hello – we're glad you found us



If an Interim Ministry appointment for an initial 3 year period at a church to which, we believe, God is bringing new growth (and where we long for more) is not for you then we understand that you will stop reading now.

Are you intrigued and still with us? Brilliant!

So please can we now mention that we are:

- a one church Parish (without the complications of having to look into possibilities of pastoral reorganisation with neighbouring parishes);
- in the very centre of a small town (with a village feel) which is expanding (there are lots of new houses – we'll come back to that) and which is surrounded by green fields;
- a church with an active lay ministry.

We hope you will keep reading.....





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Welcome to St James Silsden

Welcome to the Parish of St James the Great Silsden (known as 'St James Silsden') and thank you for reading about us.

Silsden is situated just within West Yorkshire, in the middle of a triangle formed by Keighley, Ilkley and Skipton. The parish includes the hamlet of Brunthwaite.



Silsden is expanding rapidly with lots of new housing but, even with a population of over 8,000 people, Silsden still retains a 'village feel'.



Here's a location map



Map data ©2024 Google

There is much open countryside on the doorstep of the town, and the Parish includes several farms.

This brochure will tell you about the exciting Interim Ministry opportunity with us, and will paint a picture for you of its one-church Parish.

Here's a quick overview (there is much more detail further on in the brochure – but we've got to get you past this point first!).

St James Silsden

We could easily be a church that just concentrates on its maintenance – but we are moving onwards into mission, and we want to ramp up that mission (ie we believe God wants us to do that!). And we have not let the vacancy stop us.



The Interim Ministry

This Interim Ministry appointment is all about leading us as we move to the next level of our mission – especially mission to the new houses which have been built, and which are being built, in Silsden. This should then mean that, after the three years of Interim Ministry, we are closer to justifying a full time post, and where we know what is needed afterwards (eg a permanent appointment or a second period of Interim Ministry).

The Role Description specifies objectives for the Interim Ministry as three specific tasks, beyond the normal requirements for parish ministry, as follows:

- (i) To develop and implement a plan for mission amongst the people living and moving into the new housing developments in the parish;
- (ii) To determine whether the parish's finances can be built up sufficiently to sustain the deployment of a full-time vicar in future;
- (iii) To help the parish develop and articulate its identity, so it is clear what kind of skills and experience they are seeking in the next incumbent at the end of the Interim Ministry.

The PCC is squarely behind the appointment of an Interim Ministry with those objectives.

The new houses in Silsden

In the last 10 years planning consent has been granted for around 880 new homes in Silsden.



There is some anger in Silsden about this, with that anger focussing on a perceived lack of infrastructure and in particular traffic problems in Silsden arising from a constrained local road system which all connects to a busy A-road winding through the centre of Silsden (right beside the St James Church buildings). Bradford Council are an easy target for that anger but it does feel that Silsden has received a disproportionate number of new houses within the overall Bradford Council requirement for new houses. Frustration at that has recently come to a head with the grant of planning consent for 138 units at the top of Silsden within beautiful wildflower and wildlife-filled fields, criss-crossed by well used and much loved footpaths. Even now planning applications are in, and yet to be decided, for another 115 houses on green field sites and it is a given that the two redundant school sites in Silsden will also be developed for housing.

Our mission is not to be angry about all the new houses but to reach out to the new residents with welcome and love. We have already made a start. The proposed Interim Ministry for St James Silsden directly relates to that work.



The Priest we need

At this pivotal point we are looking for a minister who is:

- An evangelist
- A Pastor, not so much to the existing congregation (because we have people who will be able to handle that with minimal support), but to families and young people new to St James Silsden - loving them into the church;
- A teacher;
- An encourager;
- Open to the gifts of the Spirit;
- A good communicator – with both:
 - the congregation and
 - unchurched people;
- Good at change management, to:
 - help the church's ongoing understanding of Interim Ministry and the interim journey we are on;
 - keep the church unified as we sustain and develop different services; and
 - build team work through collaborative ministry.
- Sensitive to the different church backgrounds and different worldviews within St James Silsden;
- A skilled enabler and confidence builder to help people within the church to be fearless when talking about Jesus, and to bring on more lay leaders.



How we will support you

You won't be on your own

To be able to tackle the objectives of the Interim Ministry our new Interim Vicar can't be burdened by day-to-day administrative distractions. Many tasks can be retained by confident and enthusiastic lay people at our church – including:



- Preparing services for projection and operating the AV desk;
- Monitoring copyright restrictions;
- Setting up the church hall (including the AV) for the Gathering service, which is held there, once a month;
- Keeping the website up to date and dynamic;
- Rotas;
- The weekly newsheet;
- Ordering supplies;
- Running most of the Together @ 11 services (often backed up by a home group);
- Through the mission groups – fabric (taking care of all repair and maintenance, by volunteers and professionals), mission (thinking about mission and outreach initiatives), social and welcome;

- Worship in the care homes (we have a team);
- Pastoral care (we have a team);
- A team of lay Home Group leaders, each of whom ensures their group is nurtured;
- Funerals (we have two retired clergy, willing to do a good share);
- A deeply committed churchwarden team (2 churchwardens and a deputy churchwarden).

We will pray for you and with you; and we will pray for more people to feel empowered to get involved as the church grows



How sure can we be of that support?

Part of our Vision at St James is that “We want to be confident Christians, led by the Holy Spirit, enabled to show God’s love to all people and so to bring change to the world” This lines up with the Vision of the Diocese of Leeds where it sets its sights on “encouraging confident Christians”.

Leaders at St James Silsden have been very good in encouraging and enabling people to participate in, and to lead, services – especially the monthly ‘Gathering’ service and the ‘Together @ 11’ service. Also their encouragement of people to attend and lead home groups (our home groups are all lay led), to attend the Diocese’s Personal Growth and Leadership course and to be table leaders at the Alpha courses we have run, has borne fruit.



Over the past few years we have been blessed by experienced Christians with leadership skills moving to Silsden and coming to St James. As a result we have a core of around 6 lay people who are prepared to design and lead services. We also have many more people who will participate in Sunday services by eg reading scripture, leading intercessions, assisting with Communion, participating in segments of the Gathering and Together@11 services.

Furthermore our PCC is ambitious about, and energetic for, our church to be a living and lively church, even during a vacancy. This means that during the vacancy we have continued with our full pattern of two services every Sunday morning, run an Alpha course, had our usual and popular carol

service and Christingle services at Christmas, organised a weekend at Scargill House, kept up with our weekly newsheet and launched our new weekly ‘Pizza Praise’ service.

A lively church needs an effective ‘back office’ and we have a paid part-time Parish Administrator as well as a core of other people who understand that, and have taken on much of the day-to-day administrative work at our church.

Such lay involvement has now become part of the DNA at St James Silsden.

Prayer forms part of our Vision where we say “We will grow our prayer life at St James, making prayer for all of us a central and natural conversation with God”

The move to building confidence within the congregation has led to an increase in confidence in prayer for many people. Prayer forms an integral part of our home groups; we have people who are willing to lead intercessions (and we are working on growing that team) whilst some people now meet privately to pray together. A Sunday morning prayer ministry was started just prior to lockdown. We have recently re-established that prayer ministry once a month – it being more difficult to run with the two back-to-back services.

We also have a weekly 15 minute prayer time on Zoom and once a month some people meet first thing on a Saturday (before setting up the church hall for the Sunday Gathering service) to pray together.

We have recently started praying, as a church, for different parts of Silsden by way of a rolling programmes of streets. We publicise the weekly streets on social media and the church chalkboard.

Whilst individuals in church are involved in prayer for the overseas church and overseas charities, there is work to be done to involve the whole of St James Silsden corporately.

Thank you

Thank you for reading this brochure
– don't forget the Appendices!
May God bless you.



Neil and Jayne, churchwardens

Appendix 1

Bishop's Statement

Bishop Toby, Bishop of Bradford | 9 January 2024



Our vision in the Diocese of Leeds is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. In appointing to every post, we seek people who have a joyful and confident faith which has inspired a track record of church growth, both numerically and spiritually.

St James Silsden is a large single-church small town parish with a “village” feel to the west of Keighley and Bradford. Silsden lies on the Leeds-Liverpool canal and was originally a mill village with a non-conformist Methodist heritage. That industry has long since gone, and the parish has lower than average levels of deprivation. Around 80% of housing is owner-occupied, with an above average proportion being terraced. The population in 2021 was 8707, but this will have increased considerably through subsequent new housing developments, which are continuing to add to the town. The population is almost entirely white British, and income along with levels of education and qualifications are above regional averages. The health, wholesale and construction sectors are significant sources of employment, along with some farming, and the local railway station offers easy commutes into Leeds or Bradford. The church buildings are at the heart of the town, on the high street which has a variety of pubs, cafes and small shops.

The parish has recently become vacant after a faithful ministry of 13 years from the previous clergy (a husband and wife job-share). Important building blocks are in place in terms of engagement with the community, regular Alpha courses, a range of worship service styles, good governance structures and development of the church buildings. Lay ministry has

been carefully nurtured, with increased confidence and a growing leadership pipeline.

A recent initiative has started to engage those living in the new housing developments. How to build on this is one of the important questions that must be addressed.

Another is how to build greater financial strength so that the parish does not require external subsidy. The answers to these questions may require significant further changes, which need to be carefully managed. That is why, following the appropriate and necessary consultations locally and within the Diocese, an Interim Ministry appointment is being progressed for an initial period of three years. This will allow the space and time to focus on these and other questions and to carefully manage such change as is needed.

From the perspective of the Episcopal Area, we see three particular specific tasks for the Interim Ministry beyond the normal demands of parish ministry:

1. To develop and implement a plan for mission amongst the people living and moving into the new housing developments in the parish;
2. To determine whether the parish's finances can be built up sufficiently to sustain the deployment of a full-time vicar in future;
3. To help the parish develop and articulate its identity, so it is clear what kind of skills and experience they are seeking in the next incumbent at the end of the Interim Ministry.

In common with all our Interim Ministry appointments, a monitoring process will be put in place, involving a quarterly meeting with the Archdeacon and a review point at the end of two years at the latest. This will enable a decision to be taken as to whether the arrangement should be extended, made permanent or the appointment reviewed and changed. This will allow the decision to be implemented during the third year of the interim post. The criteria for the review would be based on the three key tasks listed above.

In addition to the Interim Ministry tasks, we would also expect the Interim Vicar to continue the development of the life of the church and its place in the local community. As with most of our appointments, these priorities are:

- To sustain and develop a 'mixed ecology' of effective forms of mission, ministry and styles of worship, and especially those enabling outreach to families, young people and children in order to grow young people as Christians.
- To continue building up confident lay ministry, both in depth and numbers. This will include developing pathways for evangelism and discipleship, including the existing home groups, and increased lay leadership, encouraging individuals to grow in faith and use their gifts and talents. Hence, the incoming vicar will need excellent teaching, communication, team building and team leadership skills.

- To strengthen, and further develop, active and visible relationships within Silsden 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, fostering excellent relationships (for example) with the local primary school, other churches involved in Churches Together in Silsden, uniformed groups and community organisations (not least through the Gala). We expect him/her to build on the work to date so that St James contributes with others to a shared vision both for Silsden, and for the place of the churches in Silsden.

The Deanery of South Craven and Wharfedale is comprised of parishes with a similar demographic to Silsden, many of whom are experimenting with mixing new approaches to worship and mission alongside inherited patterns. The new Interim Vicar 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. There is also a learning community of Interim Ministers in the Diocese, convened by an Archdeacon, to which the Interim Vicar will be welcome. We expect the new post holder to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deanery of South Craven and Wharfedale and across the Episcopal Area.

Bishop Toby, Bishop of Bradford

Appendix 2 - Challenges we face

Demographics

We are an ageing congregation, with the vast majority of the congregation being over 60, many of whom are retired. The congregation is predominantly female and mainly White British;

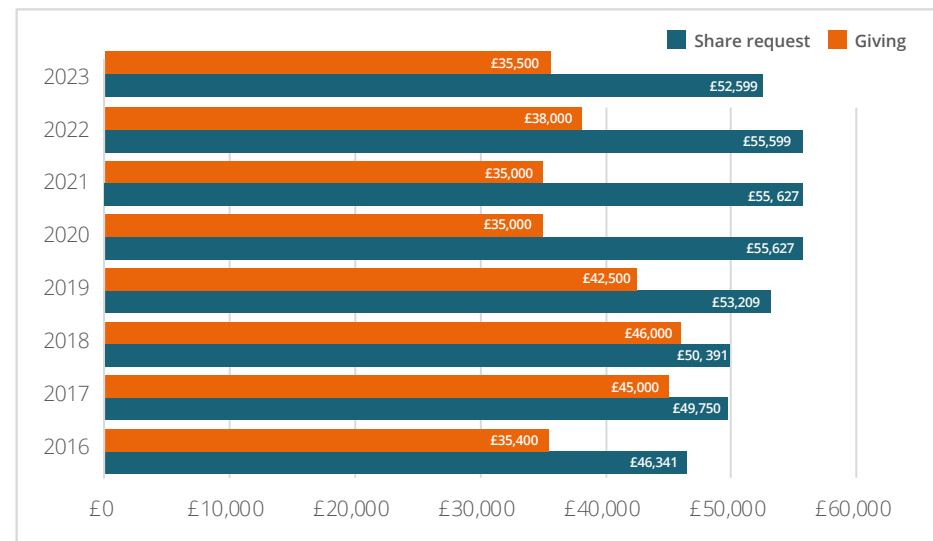
Attendance of children varies between zero children to six children on any given Sunday, but the trend is upwards (albeit slowly).

So, in order to grow we need families to become part of the church.

Finances at St James Silsden

Even though the Share which has been requested from us over recent years (where we have had a full time minister) has not been set at a figure which could cover the cost to the Diocese of a full time minister, we have not been able to pay the amount requested.

These are the figures for our Share giving for the last 7 years:



Average weekly giving is £615 per week. Approximately 90% of this is Gift Aided or claimed under GADSG.

The last Stewardship campaign at St James was in 2017 (although there have been occasional times since then when we have reminded people to review their giving).

Income from the church hall rentals supplements the Share payments. In 2022 congregational giving amounted to around 85% of the amount paid.

Appendix 3 - More about St James Silsden

Outreach and mission

The Mission Group has addressed the following:

- Modern Day Slavery – to galvanise the congregation and to reach out to the wider community to raise awareness about this evil hiding in plain sight; there is more to do on this.
- A church open day – which became a smaller event as part of a Silsden ‘community showcase’ in October 2023.
- Making our refreshments provision on a Sunday morning more ethical
- Leafletting the new houses in Silsden
- Working with All Saints Ilkley who are providing us with resources to reach out to the community – especially the new houses.

Other mission/outreach activities at St James Silsden include:

- Hosting the regular Saturday Super Smash Tournament (for youth)
- Regular outreach into the Care Homes
- ‘Friday at the Kings’ – pub social
- CAMEO (Come and Meet Each Other)- at a local café
- Bellringers
- Website update

- Promoting less use of plastic in church
- Supporting the Keighley Food Bank (run by the Salvation Army)
- Supporting Christian Aid Week
- Supporting the Children’s Society

Our mission needs to ramp up - in particular:

- in the general areas of:
 - Growing family and children’s ministry; and
 - Building discipleship within the congregation (perhaps building on the work done in the Home Groups and the freedom afforded by the Together @ 11 service for more creative learning);
- And in the following specific areas:
 - To make better connections with those attending the regular Super Smash tournaments in the hall and church; and
 - Connecting with the local youth who are at a loose end (and tend to spend time in the graveyard).

We recognise that our mission focus is very local and does not consider the church overseas.

Support from All Saints Church Ilkley

Fiona Schneider, a licensed lay minister at All Saints Church Ilkley, is leading All Saints Church's assistance to St James Silsden to help us grow – in particular by reaching out to the families in the new houses.

This arrangement only started in the second half of 2023 but already has resulted in two leafletting campaigns to the new houses, and, after much prayer and recognizing that St James Silsden had the desire but not the resources to start a new regular family service at St James, such a service has been started in our church hall at Sunday tea-time. It is called 'Pizza Praise'.



Pizza Praise is now established as a weekly 4pm service with a nucleus of local families attending regularly.

PCC oversight of this support is through our Mission Group, which Fiona has joined.

Online Presence

St James Silsden has a dynamic website, as well as active Facebook and Twitter/X accounts and our YouTube channel.



All can be accessed at or through:



www.stjamessilsden.org.uk

Worship at St James Church Silsden

Our worship

- St James Silsden is neither 'high' nor 'low' – we are 'middle of the road'
- Clergy tend to wear cassock and surplice for the Holy Communion services whilst no robes/vestments are worn at the other Sunday services.



Our current services are all on a Sunday and comprise:

First Sunday of the month

- The Sunday Gathering (café-style worship) at 10am with live music led by our praise group (we serve a free breakfast from 9.15am)
- Said Holy Communion at 11am

All other Sundays:

- 9.30am Parish Communion – with organ and hymns, following the lectionary; this service is usually livestreamed on YouTube;
- 11am 'Together @ 11' – a less formal service on many different topics and themes (not linked to the lectionary) which is usually lay-led and which enables us to offer a 'mixed ecology'.
- These services do not use service sheets or hymn books – they are projected on big screens in church.
- We currently do not have enough children attending to warrant Sunday morning children's groups.
- Between those two services we serve tea and coffee in the church hall (which adjoins the church), which is a busy time as people arriving for the 11am service, and those who have attended the 9.30am service, enjoy fellowship together.
- 4pm 'Pizza Praise' (see above)

Average Attendance (2023)

- The Sunday Gathering – 45 adults and 2 children
- Holy Communion after the Sunday Gathering – 8 adults
- 9.30am Parish Communion – 40 adults and 2 children
- Together @ 11 – 30 adults and 3 children

A group of church members meet monthly at a church member's house for 'Thursday Group' which involves a social element followed by Extended Holy Communion administered by a Lay Eucharistic Assistant

Churches Together in Silsden



In addition to St James there are two other places of worship in Silsden - Our Lady of Mount Carmel Roman Catholic Church and Silsden Methodist Church.

The three churches in Silsden are in very close physical proximity to each other in the centre of the town. This is very helpful.

Together the three churches comprise Churches Together In Silsden, which in October 2022 celebrated 40 years of working together.

CTIS meet regularly throughout the year to plan events starting in January with Week of Prayer for Christian Unity. They come together in Lent and Easter for special services including a walk of witness together.

CTIS always has a presence in the Silsden Gala parade, so spring time is taken up with planning a theme for that.

The Remembrance Sunday service in the Memorial Garden is a joint British Legion and Churches Together in Silsden event. In 2023 it was led by the local Roman Catholic priest, with contributions from lay members of Silsden Methodist Church and St James Church.



CTIS has built up close links with Silsden Primary School, the Gala Committee, Town Hall, Historical Society and British Legion and like to involve local businesses in their activities.

Recently the Christian Aid Committee was incorporated into CTIS so that CTIS now plans Christian Aid Week events each year to maximize our fund-raising efforts together.

Churches Together in Silsden works very well, but succession planning is a problem.

The Church Buildings



The church buildings comprise:

- a Grade 2 listed church building which seats approximately 200 people (the church originally dates back to the early 18th century but has since been rebuilt and enlarged several times.)
- a closed well-kept graveyard (reordered in the 1960s/70s); and
- an adjacent hall (the St James Community Hall) – connected to the church building by an enclosed link corridor.
- a small car park (or play area) adjacent to the Hall

The Vicarage is directly adjacent to those premises.

The church building and the St James Community Hall are both covered by our church Wi-Fi.

Maintenance and repair

The church building

The 2020 quinquennial inspection stated that the church is generally in a good condition. The main identified issues are with splitting of window mullions (the East window being the worst) and water ingress into the church from the tower steps.

The East window is the only item not yet addressed in the QI listing. Whilst the 2020 QI did not identify any urgent repairs, the church roof has been identified as only having a maximum of 10 years life left in it. When the rain is incessant water does come in through the roof but is manageable.

There was partial redecoration of the church interior in 2020. More is needed.

The church heating system is very poor and unable to achieve satisfactory temperatures in the winter months.

The Hall

The Hall is the remaining section of what was once a much larger building. The building was reduced to the current size in the late 1970s. The only urgent repair required is conclusion of the window replacement project.

The Hall is well used Monday to Friday – with Pied Piper pre School using it 5 days a week, and in the evenings it is busy being used by Scouts, Brownies, Guides, and Slimming World. The Hall is also used for meetings of Mothers' Union and the PCC. At the weekend we might hire the hall for children's parties but otherwise it is used for church activities.

The wall to the car park has bowed and we received a report in 2023 which suggested it was now in a dangerous state. Out of good conscience we immediately put in place, at the church's cost, rudimentary safety measures. With costs of repair very roughly estimated at around £50,000 we then notified our insurers and attempted to engage with Bradford Council as we believe the wall falls within the Council's highway maintenance obligations. Our insurers have visited but have put the claim on hold and directed us to pursue Bradford Council. We are receiving little response from Bradford Council and have therefore asked a local Ward Councillor to assist to obtain a full response.



Project 200+

We are part way through a multi-phase programme to upgrade and refurbish the Hall.

No current contracts are in progress or committed. This is because future works are dependent on receipt of sufficient funds. Any decision to proceed with further works will be made involving the Interim Vicar, but, once made, the decision will be implemented by lay members of the church who will then manage the works (to ensure the Interim Vicar can get on with the specific objectives of the Interim Ministry). The Interim Vicar will be kept fully informed of course.

Four phases of works have been completed since the programme initiation in 2017:

2017	Phase 1	Replacement Boilers	£24,000
2019	Phase 2	Bifold Doors – St James Community Hall	£43,000
2021	Phase 3	Replace Hall floor, new Hall toilets and entrance area, toilet in church and refurbish vestry	£112,700
2023	Phase 4	Replacement windows in north wall of Hall	£16,000

These costs have been covered by:

Grants	64%
Gifts/Donations	26.5%
Legacy	0.5%
Fundraising Activities	9%

The overall plan includes for possible future phases, when funding permits, to cover replacement of the suspended ceiling in the church Hall, installation of roof insulation and modernisation of the kitchen.

Music at St James

The church has a two manual Harrison organ which is in good working order and is played often.

We have a fully functioning bell tower with six bells, which are rung regularly. We have an experienced tower captain.

Prior to Covid St James had a choir and choir master/organist who would rehearse the choir each week for the upcoming 10.30am service. The choir master/organist retired just before Covid and the choir never re-formed after Covid.

We have an organist who plays at most 9.30am Sunday services (and also eg at Christmas services) but there is no choir to lead our hymn singing at those services.



A praise group/band has grown out of the Gathering service and plays at the Gathering and occasional Together @ 11 services. Where they are not playing at those services we will use lyric videos projected on our 'big screens'. Sometimes we will have both the praise group and videos in the same service.



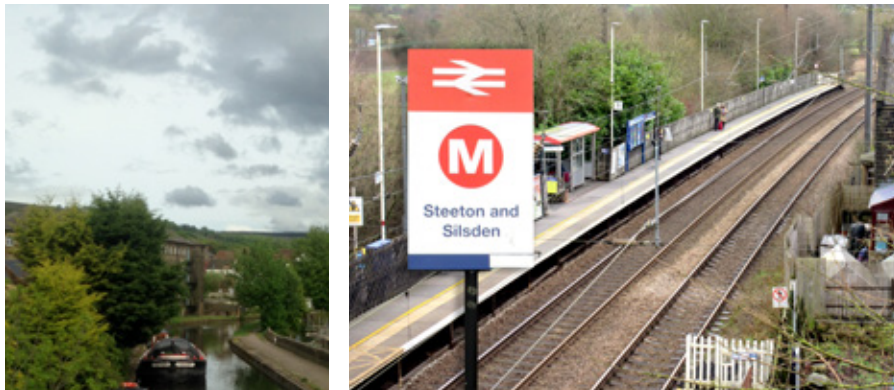
The music at the 9.30am service is almost exclusively traditional hymns whilst the music at Together @11 tends to be more modern.

Appendix 4 - About the Parish

Location

Silsden is within (at the northern-most end) the Bradford MDC local authority area, and is in the Diocese of Leeds (specifically within the Bradford Episcopal Area).

Silsden is handily placed for the Yorkshire Dales, the Howgills and the Lake District, whilst the cities of Bradford and Leeds are not far away. Lancashire is just over the hill. There is a frequent and fast (and therefore popular) train service from Steeton and Silsden railway station (serving Leeds, Bradford, Skipton and places in between), a regular bus service connects Silsden with both Keighley and Ilkley whilst (for a more leisurely journey) there is even the Leeds-Liverpool canal right in the town centre.



Silsden is a great location for walks and cycling in the countryside but has not made much of that (even though the Tour de France came through in 2014) and is not on the tourist trail.

The town and the community

There are a number of shops in Silsden centre, which are ever-changing – including several takeaways and a large selection of hairdressers/beauty treatments.

Silsden has 6 public houses/bars, three cafes (and another opening soon) and two restaurants.

Silsden Park is very close to the centre of the town.



Notable local businesses include Snugpak (a high quality outdoor clothing and equipment manufacturers and importers), Silsden Boats (canal boat holiday hire business), Ava Rose Hamilton Bridal Boutique and Ecology Building Society HQ

A centrally situated large Co Op food store was built in 1999 and is well used. A new Aldi food store was built in Silsden around 2017.

There is a fully occupied light industrial estate off Belton Road

There are several, but uncoordinated, initiatives within the community including:

- The former Council-run Town Hall now run by the community for the community
- Silsden Community Library (volunteer run – based at the Town Hall)
- Gloucester Road Community Centre
- Local History Group
- Choirs
- Friends of Silsden Green Places
- Friends of Silsden Park
- the Gala team
- the Christmas Lights Team
- the Duck Race Team
- the Santa run group
- Silsden Community Productions
- Various sports clubs (including Silsden AFC who play at the Office Interiors Stadium)
- Proms on the Farm

Silsden has no particular social problems

How Silsden has changed

Silsden was a mill town, and was noted for making nails and clogs. Whilst St James Church has (since it was created in 1705) only ever been the single Anglican church in Silsden there were once three different Methodist churches as well (there is now one Methodist church).

Whilst all the mills (bar one) have gone there is much terrace housing within Silsden (including some back-to-backs) from when Silsden was a mill town. Typically for a mill town there are also some big houses dating back to the heyday of the mills. With good train links to Leeds and Bradford Silsden has more recently attracted residents who work in those cities. Silsden is also a popular place to live for people who work at Airedale General Hospital, which is about 3 miles away and which is within an adjoining Parish.

With Silsden being surrounded by countryside it follows that there are many farms within the Parish, reflecting the pre-industrial agricultural nature of the original settlement of 'Sighledene'.

Local Democracy

Silsden is within the Bradford Metropolitan District Council area and has its own Town Council.



Parish statistics

The following information about the Parish is taken from silsden.parish.uk/census/, part of Parish.uk network and is derived from the 2021 Census.

- 1 **Population: 8,707**
- 2 **Economically active people: 57.9% of residents are classified as economically active.**
- 3 **Religion: 51.2% of the population identify with Christianity whilst 41.3% do not identify a connection with any religion.** (leaving a small percentage of residents practising a non-Christian religion)
- 4 **Ethnic group: 97.3% of residents stated they belonged to the 'White' ethnic group.**
- 5 **Country of birth: 96.7% of residents stated they were born in the UK.**
- 6 **Single person households: 33.1% of households in Silsden are single person households**



The information below is taken from 'Local Insight' – created by by Bradford Council in 2020 – see <https://www.bradford.gov.uk/Documents/EvidenceBase/area%20profiles/local%20insight%20profile%20reports%202021/Local%20Insight%20Profile%20Silsden.pdf>

- 1 **26% of the population of Silsden are aged 65 and over**
- 2 **7% of children are living in poverty in Silsden compared with 19% across West Yorkshire**
- 3 **The overall crime rate is lower than the average across West Yorkshire**

Occasional offices

	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy, not in church
2022	5	0	1	6	8
2023	5	0	1	12	7

Appendix 5

Silsden Primary School

Silsden Primary School is the only school within the Parish. Silsden Primary School is a large (three form entry, with full early years provision) maintained Community School which moved to a new green field building and site in January 2022

We have good existing links with Silsden Primary School, who use our church for their carol concert before they break up for Christmas and whom St James Silsden visits for assemblies as part of the CTIS visit pattern. St James Silsden has one church member (one of the churchwardens) as a governor of this School, and the school has also welcomed clergy governors in the past.



Appendix 6

The Vicarage

The vicarage is a modern building in the grounds of the original vicarage and overlooks the church and churchyard. Its garden, now well established, has a large lawn, flower borders and vegetable patch. The house provides spacious accommodation with hall, study, lounge, dining room, kitchen and utility room on the ground floor. On the first floor there are 4 bedrooms and a bathroom.



Appendix 7

The Diocese of Leeds

The Diocese of Leeds was formed at Easter 2014. It is one of the largest dioceses in the country covering an area of around 2425 square miles and a population of around 2,642,400, people. The diocese comprises five Episcopal areas, each served by a suffragan Bishop. Each Episcopal Area is coterminous with an Archdeaconry.

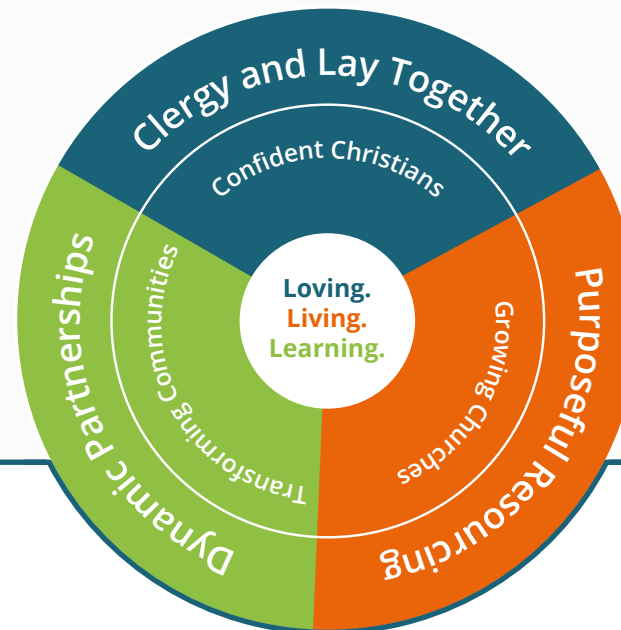
The Diocesan Vision is 'confident Christians, growing churches, transforming communities and so helping share the Good News of Jesus Christ across our Diocese'. This Vision is embedded into the Diocesan Strategy and Goals.

The Diocese is a mix of urban and rural. The area includes the major cities of Bradford, Leeds and Wakefield; the large industrial and post-industrial towns of Halifax, Huddersfield and Dewsbury; the market towns of Harrogate, Skipton, Ripon, Richmond and Wetherby; and the deeply rural area of the Yorkshire Dales.

The Diocese is unique in having three cathedrals; Bradford, Ripon and Wakefield. The Deans of the Cathedrals work together to provide key diocesan services.

Our goals

- 1 **Thriving as a distinctive diocese whose culture is shaped by a shared vision and values**
- 2 **Re-Imagining ministry**
- 3 **Nurturing lay discipleship**
- 4 **Building leadership pathways**
- 5 **Growing young people as Christians**



Appendix 8

Terms of Appointment and Accommodation

This is a full time interim post (initially for 3 years) under Common Tenure; 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 subject to a satisfactory Enhanced Disclosure from the DBS.

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

Participation in an 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

Carmel Dylak
carmel.dylak@leeds.anglican.org
0113 353 0290

or

Parish Representatives:

Neil Whitaker
churchwarden2@stjamessilsden.org.uk
07885 514093

or

Brian Goddard
deputychurchwarden@stjamessilsden.org.uk
07803 489884

To apply for this post please go to www.leeds.anglican.org/vacancies and follow the link to Pathways.

