

The Diocese of Leeds

Loving.
Living.
Learning.

We aim to:

- Love** God, the world and one another.
- Live** in the world as it is, but, drawn by a vision of something better, we want to help individuals and communities flourish.
- Learn** when we get things wrong, by listening and then growing together.

 THE CHURCH OF ENGLAND
Diocese of Leeds

www.leeds.anglican.org

KEEPING IN TOUCH

A Welcome Pack for Retired Clergy

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THE DIOCESE OF LEEDS

The Diocese of Leeds covers a region whose economy is greater than that of Wales. It comprises five Episcopal Areas, each forming an archdeaconry. Since its formation in 2014, the Diocese has developed a vision for *Confident Christians, Growing Churches, Transforming Communities*, with activities characterised by *Loving, Living, Learning*. It is now one of the largest dioceses in England and its creation is unprecedented in the history of the Church of England. It covers an area of around 2,425 square miles, housing a population of around 2,642,400.

The three former dioceses were created in the nineteenth and early twentieth centuries to cater for massive population changes brought about by industrialisation and, later, mass immigration. The diocese comprises major cities (Bradford, Leeds, Wakefield, Ripon), large industrial and post-industrial towns (Halifax, Huddersfield, Dewsbury), market towns (Harrogate, Skipton, Richmond and Wetherby), and deeply rural areas (the Dales). The whole of life is here, along with all the richness, diversity and complexities of a changing world. The diocese is dissected by major motorways (M1, A1M, M62) and major trunk roads (such as the A650, A59), making road and rail communications good. Access to airports is also good, with Leeds-Bradford in easy reach and Manchester only an hour away.

The Diocesan Bishop is assisted by five Area Bishops (Bradford, Huddersfield, Kirkstall, Ripon and Wakefield) and five archdeacons (Bradford, Halifax, Leeds, Pontefract, Richmond & Craven). 323 stipendiary clergy, 165 self-supporting clergy and 398 clergy with PTO minister along with 408 Readers, 125 lay pastoral ministers and 52 chaplains in 656 churches with more than 240 church schools. The Diocesan Secretary is Debbie Child. There are three Cathedrals at Bradford, Ripon and Wakefield.

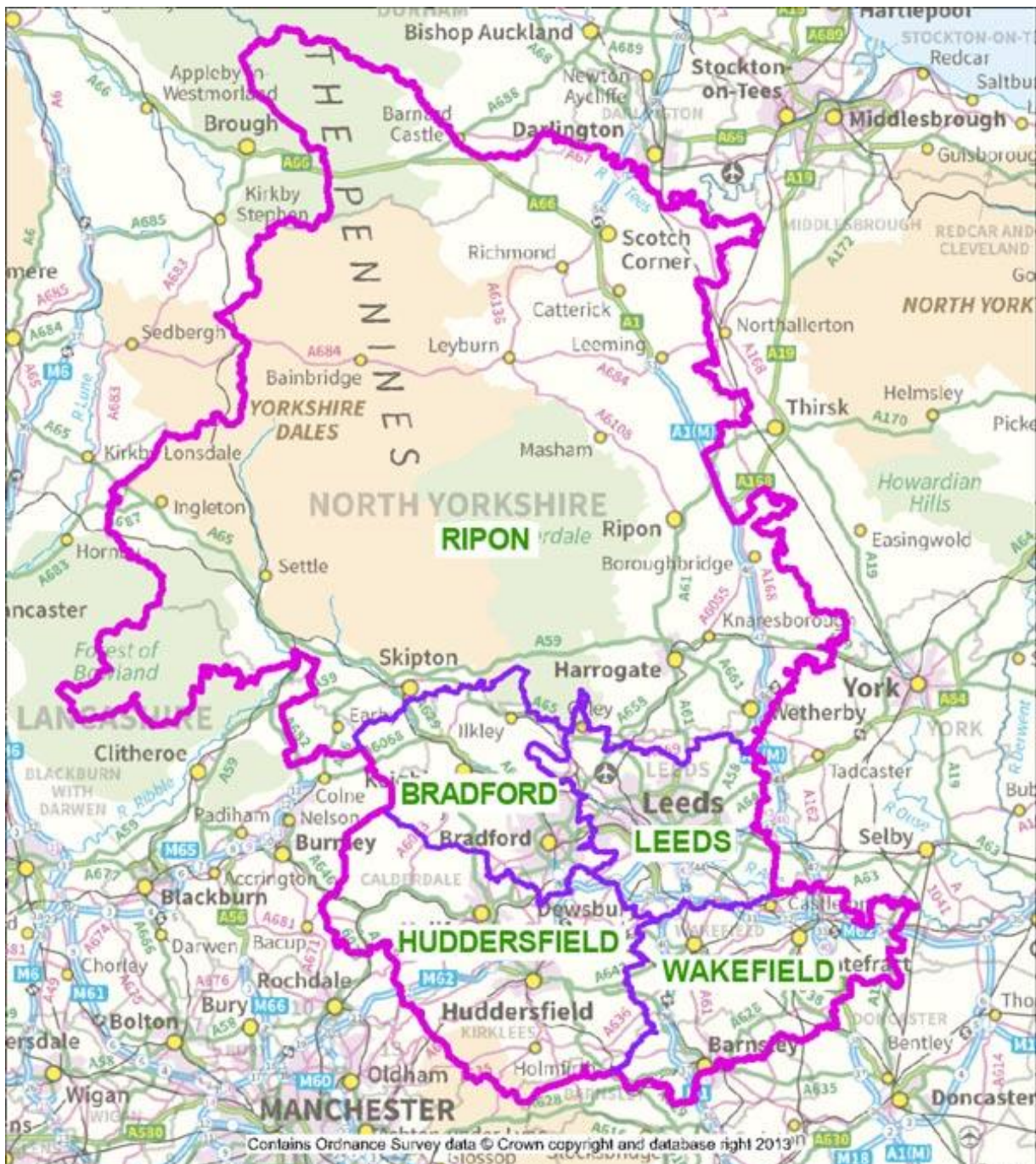
The diocese is unique in having three cathedrals: Bradford, Ripon and Wakefield. There are Minsters in Dewsbury, Halifax and Leeds. The diocese, led by the bishops, is working out how best to be a diocese with more than one cathedral, and to develop the ministry and outreach of these cathedrals in a way that secures their future and recognises their distinctiveness. Partnership with the three deans is strong.

During 2016 we finalised our new governance structures, established a new Parish Share system for 2017 onwards, creating new posts (Director of Communications, Director of Ministry and Mission, for example), invested in a department for Buildings for Mission, buying and establishing a new diocesan office in the centre of Leeds (finally bringing four offices under a single roof), and revising the Instrument of Delegation (by which the precise remit and responsibilities of the suffragan

bishops is identified). These are early days and there is more to be done; but, the diocese is now established and much of the initial pain of change has been worked through.

The diocese has strong inherited partnership links with Sudan, Sri Lanka, Tanzania (Mara, Tarime, Rorya), USA (Southwestern Virginia), Sweden (Skara), Germany (Kirchenkreis Erfurt) and Pakistan (Faisalabad). We are currently looking at how best to develop and work these links.

MAP OF THE DIOCESE



DIOCESAN BISHOP

The Rt Revd Nicholas Baines
Bishop of Leeds
Hollin House, Weetwood Avenue, Leeds, LS16 5NG
Telephone: 0113 284 4300 / 07974 194735
Email: bishop.nick@leeds.anglican.org

Mrs Lyndsay Horsman, PA to the Bishop of Leeds
Telephone: 0113 284 4309
Email: lyndsay.horsman@leeds.anglican.org

AREA BISHOPS

Area Bishop of Bradford, The Rt Revd Dr Toby Howarth
bishop.toby@leeds.anglican.org
0113 353 0290 (Office) / 07811 467999 (Mobile)
47 Kirkgate, Shipley, BD18 3EH

Area Bishop of Huddersfield – Vacant
01484 471801 (Office) / 01484 900656 (Home)
Stone Royd, 9 Valley Head, Huddersfield, HD2 2DH

Area Bishop of Kirstall, The Rt Revd Arun Arora
bishop.arun@leeds.anglican.org
0113 3530 254 (Office)
17-19 York Place, Leeds, LS1 2EX

Area Bishop of Ripon- Vacant
01765 601094
Redwood, New Road, Sharow, Ripon, HG4 5BS

Area Bishop of Wakefield, The Rt Revd Tony Robinson
bishop.tony@leeds.anglican.org
01924 434451 (Office) / 01924 250781 (Home) / 07834 206317 (Mobile)
Pontefract House, 181A Manygates Lane, Wakefield, WF2 7DR

ARCHDEACONS

The Ven Andy Jolley, Archdeacon of Bradford
andy.jolley@leeds.anglican.org
01274 405720 (Office) / 07973 458403 (Mobile)
1 Selborne Grove, Bradford, BD9 4NL

The Ven Bill Bravinor, Archdeacon of Halifax
archdeacon.halifax@leeds.anglican.org
01484 471803 (Office) / 01484 714553 (Home)
2 Vicarage Gardens, Rastrick, Brighouse, HD6 3HD

The Ven Paul Ayers, Archdeacon of Leeds
paul.ayers@leeds.anglican.org
0113 353 0255 (Office) / 0113 2690594 (Home)
Church House, 17-19 York Place, Leeds, LS1 2EX

The Ven Peter Townley, Archdeacon of Pontefract
archdeacon.pontefract@leeds.anglican.org
01924 896327 (Home) / 01924 434459 (Office)
The Vicarage, Kirkthorpe, Wakefield, WF1 5SZ

The Ven Jonathan Gough, Archdeacon of Richmond & Craven
Jonathan.gough@leeds.anglican.org
01423 866717
4, Appleby Way, Knaresborough HG5 9LX

DEANS

The Very Rev'd Andy Bowerman, Dean of Bradford
jerry.lepine@bradfordcathedral.org
01274 777727
The Deanery, Cathedral Close, Bradford, BD1 4EG

The Very Revd John Dobson, Dean of Ripon
deanjohn@riponcathedral.org.uk
01765 603462
Minster House, Bedern Bank, Ripon, HG4 1PE

The Very Revd Simon Cowling, Dean of Wakefield
dean@wakefield-cathedral.org.uk
01924 373923
The Deanery, I Cathedral Close, Margaret Street, Wakefield WF1 2DP

DIOCESAN SECRETARY

Mr Jonathan Wood, Diocesan Secretary

jonathan.wood@leeds.anglican.org

0113 3530 272 (Office) / 07713 623544 (Mobile)

Church House, 17-19 York Place, Leeds, LS1 2EX

RETIRED CLERGY OFFICERS (RCOs)

The Diocese of Leeds has a Bishop's Officer for Retired Clergy & Widow(er)s in each of the Episcopal Areas (EA). The Officers meet together as a steering group chaired by the Bishop of Wakefield.

The RCO in each EA is responsible to the Area Bishop. The incumbent of the parish in which retired clergy, widows or widowers live has primary responsibility for pastoral care. RCO's encourage incumbents to notify them of any relevant matters.

The RCOs also have a care for clergy widows and widowers in the EA (except where there is a separate officer). They would be grateful to receive early information of sickness, bereavement, financial or other needs, as well as matters for celebration.

RCOs may arrange for meetings of retired clergy and/or widow(er)s, liaising as appropriate with the Bishop of the EA. Contact your RCO for details.

Area Bishops usually hold summer garden parties for retired clergy and widow(er)s to which you will receive an invitation. There is also a Maundy Thursday service at one of the Cathedrals in the diocese at which you will be most welcome.

The contact details for the RCOs are:

Bradford

Vacant

Huddersfield

The Revd Christine Shedd 01484 511071 c.shedd@btinternet.com

The Revd Anne Young 01924 840738 apyoung44@gmail.com

NB Christine is the main point of contact for all changes to the address list and database

Leeds

The Revd Graham Green 07484706426 green20g@gmail.com

Ripon

The Revd Canon David Bruno 01524 261616 davidmaggiebruno@gmail.com

The Revd Canon Michael Hunter 01423 313825 mo.hunter@talktalk.net

Wakefield

The Revd Stuart Millington 01924 375996 stumillington@btinternet.com

MINISTRY IN RETIREMENT

Clergy wishing to exercise ministry in the Diocese of Leeds must have a valid PTO issued by the Bishop of Leeds, the Rt. Rev'd Nick Baines.

Please apply to:-

Lyndsay Horsman (PA to Bishop Nick):-

0113 284 4309 lyndsay.horsman@leeds.anglican.org

Or

Neil MacBeth (General Administrator)

0113 284 4302 neil.macbeth@leeds.anglican.org

The latest House of Bishops Policy on Permission to Officiate can be found at:

<https://www.churchofengland.org/sites/default/files/2018-07/House%20of%20Bishops%20Policy%20on%20PTO%20July%202018.pdf>

To be given PTO clergy must have an up to date enhanced DBS for the Diocese of Leeds and must have undertaken safeguarding training led by one of the Leeds Diocesan Safeguarding Officers. This diocesan training must be updated every three years.

More information about Safeguarding and relevant training can be found at:

<https://www.leeds.anglican.org/safe>

DSAs remain available between 09.00 and 17.00, Monday to Friday. Advice on what action to take outside these hours can be found in the important information section above.

Please note: Gail O'Neill, DBS and Safeguarding Administrator, remains responsible for DBS checks and the organisation of training courses. If you have a safeguarding enquiry that does not require the assistance of a Safeguarding Adviser (e.g. DBS. or training) please contact Gail directly at gail.oneill@leeds.anglican.org or 0113 3530204.

Team email: safeguarding@leeds.anglican.org

Office number: 0113 353 0257

FEES AND FINANCIAL MATTERS

Fees for Casual Duty

Casual duty fees for Sunday or weekday services are due to retired stipendiary clergy with permission to officiate in the diocese. However, it is expected that they would not receive a fee when assisting in the parish where they regularly worship. This is the norm during an interregnum. Special arrangements may apply if a parish vacancy extends for more than one year.

The fee payable for each service is £32.00, no more than £64.00 can be paid in any one day if several services are taken, regardless of venue. A travel allowance of 45p per mile is recommended.

The church wardens will request your name, address and signature. Bank details and an email address are also needed to facilitate payment by BACs and emailing a remittance advice. Payment is made through the Diocesan Office Finance Department.

Separate arrangements are in place for funeral and wedding fees. Please seek advice from the Area Dean for the current position.

Pensions

Pensions for retired stipendiary clergy are administered by the Church of England Pensions Board. Arrangements for their payment will have been made well before moving into retirement.

Should further information be required, contact can be made with the:-

The Board's address is 29 Great Smith Street, London, SW1P 3PS.

Helpline: 020 7898 1802.

Email: pensions@churchofengland.org

A Welfare Benefits Adviser is available to offer advice in cases of financial difficulty. You may be eligible for additional benefits and can be assisted in making a claim. 020 7898 1831.

SOURCES OF FINANCIAL ASSISTANCE

A number of local and national Charities are specially dedicated to the support of clergy and clergy widow(er)s. The financial circumstances of retired clergy vary enormously, while some have no money issues, for others, it may be a struggle to “make ends meet”.

The Charities are only too ready to assist in any situation of financial hardship.

One Charity recently wrote to encourage applications. Another offered the following examples of the help given:-

The cost of a new pair of spectacles.

The cost of a family holiday.

The repair of a broken boiler.

Respite for a caring spouse.

Priorities for support include unforeseen emergencies as well as medical, mobility or fuel needs.

Please get in touch with your Clergy Retirement Officer to discuss, in confidence, any particular needs you may have.

LOOKING AHEAD

Supported Housing Provision

We all have a personal interest in continuing to live as independently as we choose. It is reassuring to know that the Church of England, through its Pension Board, provides a number of widely spread supported Housing Schemes. Their emphasis is on supported independent living within a Christian Community. The accommodation is self-contained, with the added facilities of a chapel, library, common rooms, dining room and gardens.

At Dulverton Hall, Yorkshire's scheme, each flat has a bedroom, lounge, kitchen and bathroom with bath and shower. There is central heating and double glazing, assistance with cleaning and laundry is available. A warden call service for emergencies is provided. The scheme is situated in a prominent position on Scarborough's South Cliff with spectacular views over the bay.

If you are thinking of applying, a visit to the scheme of your choice is strongly recommended. There is an active waiting list if you are committed to moving as soon as an offer of accommodation is made. Alternatively, the reserve list allows your interest to be registered for some time in the future.

The application form is user friendly and asks only for basic personal details.

Advice is available from the Supported Housing Officer at the Pension Board:

29 Great Smith Street, London, SW1P 3PS, 020 7898 1000.

Your Retired Clergy Officer can also tell you more.

The Supported Housing Schemes are as follows:-

Capel Court, Cheltenham, Gloucestershire, GL52 3EL	01242 579410
Stuart Court, Kibworth, Leicestershire, LE8 0LR	0116 2796266
Fosbrooke House, Lytham, Lancs. FY8 5RQ	01253 667048
Gracey Court, Broadclyst, Exeter, Devon, EX5 3GA	01392 462574
Manorstead, Hindhead, Surrey, GU26 6RA	01428 601500
Dulverton Hall, Scarborough, North Yorkshire, YO11 2AR	01723-340100
Ramsay Hall, Worthing West Sussex BN11 3HN	01903-235045

FINDING A RETIREMENT MINISTRY

A Personal View

I write this after twelve years of contented retirement and a really helpful pre-retirement course at Whalley Abbey, near Blackburn. This set me thinking about the kind of retirement I was looking for.

There isn't a blue-print for a fulfilling retirement. In terms of church ministry each of us has to work out what best suits our needs and of local churches. At the outset it is worth considering a complete break from officiating for six months – more if you need it.

A basic issue is whether retirement for you means stepping down from all formal church ministry. Some clergy do this, although popular opinion is that clergy never retire. I've lost count of the number of times I have been told "once a clergyman, always a clergyman"! Without going into the theology of priesthood I don't go along with that. There is a proper choice to be made here. Archbishops retire after years of faithful and demanding service. A decision to lay aside active ministry is, under God, a perfectly valid choice. There are, after all, many other valuable ways of serving God in later years – study, writing and voluntary work to name three.

Alternatively, there is the option of continuing to offer our experience to the church in a voluntary or part-time role. Many retired clergy seek permission to officiate and find satisfaction in responding to regular requests for help in a deanery or across the diocese. Others take funerals and weddings to assist the parish priest and as a supplement to their pension. Some retired clergy, although willing to "help out" when requested, feel unsettled without a strong connection to a congregation. What is widely recognised is that retired clergy are an invaluable support to parishes. Our contribution is valued.

Choosing a new church to belong to isn't always straight forward. Our preferred church tradition may well come into play. In urban settings retired clergy are in a similar position to lay people moving house – trying out a number of churches to find the right fit. The choice in rural areas may be more limited. Simply joining the local parish church may not work out unless the home for retirement was deliberately chosen to be near it. Area Deans are a useful port of call to point us in the right direction.

With an expectation of continuing ministry in a local church the key figure is the incumbent. A good working relationship is, of course, essential. Not all clergy are comfortable with, or have had experience of collaborative working. Some remain uneasy about having another priest at work in their parish, a fact which may not immediately become apparent. Others look only for service cover in the holiday period.

To avoid mis-understandings and disappointment it is worth seeking an early meeting with the incumbent to clarify expectations – theirs and yours. Be clear about the particular assistance you would like to offer in terms of frequency of preaching and leading worship. Agree together the degree of involvement in pastoral care, house groups, lay training, etc.

I regard myself in retirement primarily as a member of my local church, taking part in Sunday worship (in the choir) and contributing to church life and outreach in the same way as anyone else. By invitation, I preach and preside regularly at Holy Communion. In the diocese, I am one of the team of the RCOs supporting retired clergy and clergy widow(er)s.

It is a busy life and I enjoy it.

By Bob Powley

DIOCESAN CYCLE OF PRAYER

Each month the Diocese produces a prayer diary.

If you wish to receive an automatic reminder sent to your inbox every time the prayer diary is published, please go to <https://www.leeds.anglican.org/subscriptions> and select "Diocese of Leeds news magazine and prayer diary subscription."

ENJOYING RETIREMENT

We all have our own plans for retirement. If you are looking to explore volunteering or get out and about more, a visit to the websites below could be useful. You will probably know some of them already.

Yorkshire is also well provided for in opportunities for retreats and study at places such as:-

Parcevall Hall (the Diocesan Retreat Centre) <http://parcevallhall.org.uk>

Scargill House <https://scargillmovement.org>

The Community of the Resurrection in Mirfield, <https://www.mirfield.org.uk>

Ampleforth <https://www.ampleforth.org.uk>

Wydale Hall (York Diocesan Conference Centre) <https://www.wydale.org>

You might also want to consider joining The Retired Clergy Association of the Church of England "RCACoE", which describes its aim in these terms:-

"Retirement often involves loss of support and companionship enjoyed in working relationships. For clergy it may involve the additional loss of home, friends and the familiar surroundings where they have ministered over a period of years. Through the mutual support of membership of the Association, retired clergy are helped to keep in touch with each other and the wider church".

Websites:-

Retired Clergy Association: www.rcacoe.org

Age UK: www.ageuk.org.uk

Volunteer Now: www.volunteernow.co.uk

Future Learn - partner of the Open University with many free online courses:
www.futurelearn.com/courses