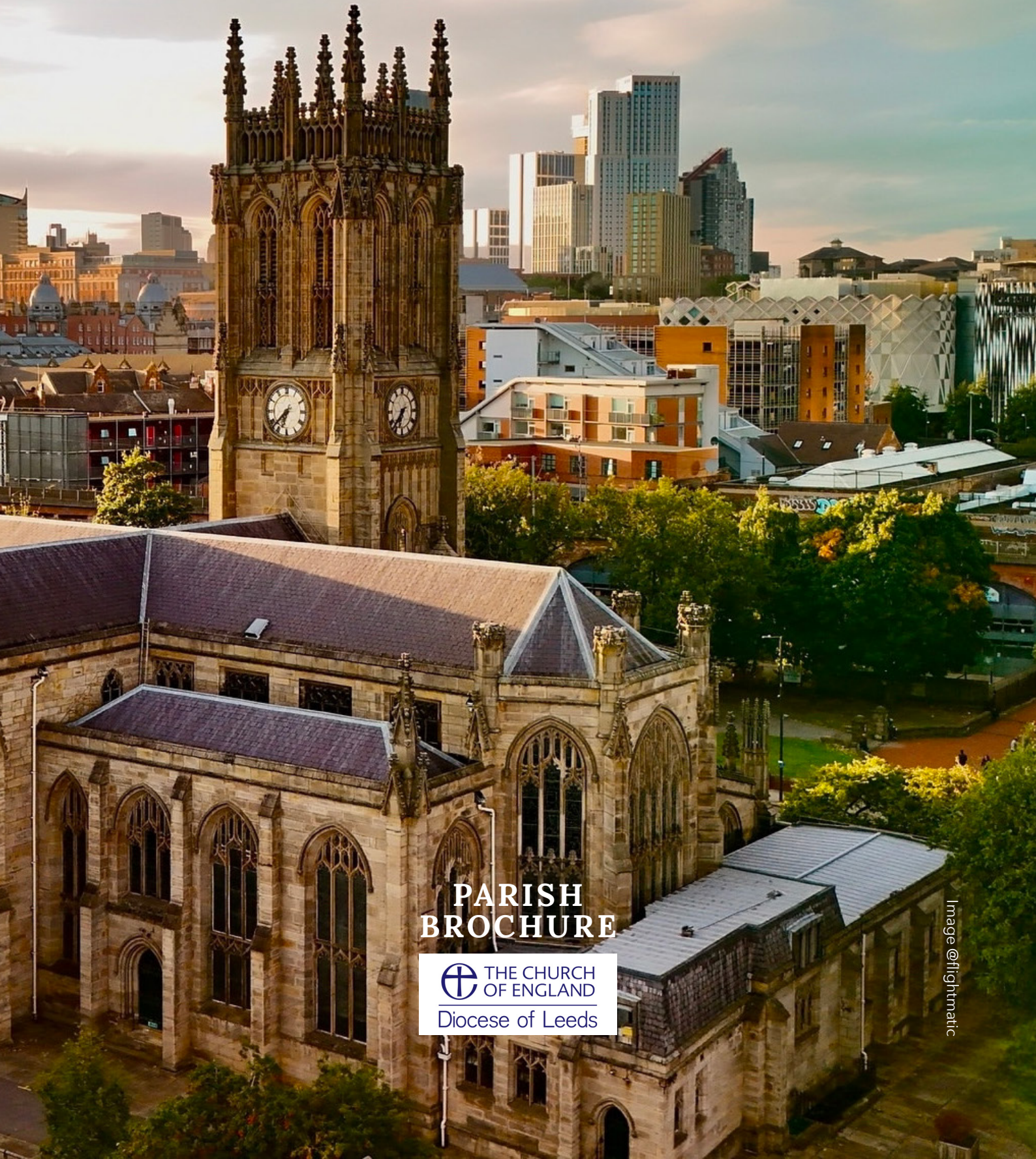




Leeds Minster

SERVING THE CITY



PARISH
BROCHURE



THE CHURCH
OF ENGLAND

Diocese of Leeds

Could Leeds Minster be the next step on your journey with Christ?

We're delighted that you may be interested in becoming the next Rector of Leeds City! We hope you find this brochure informative and that it helps you discern whether God may be calling you to serve here.

Leeds Minster lies in the heart of a vibrant, modern city. At the same time, we have a rich heritage embodied in our historic and beautiful Grade 1 Listed building and in the traditions in which we seek to live out our faith, both established by [Dr Walter Hook](#). As Vicar of Leeds 1837-59, he built the present church (and 12 others plus 27 schools!) and led an astonishingly committed ministry serving the people of Leeds. His vision was of a church welcoming all, not just the wealthy few; a church that matched beautiful and inspiring liturgy with committed action to relieve poverty and to raise human dignity through education and improved working conditions.

This vision remains alive today in our traditions of sacramental and musical worship, education of the young, inclusion of the disadvantaged and marginalized and engagement with the city and with local charities. We value our heritage as an inspiration and guide to our mission in this modern city, and for the opportunity it affords us to engage with those who it draws to us.

The best traditions are dynamic, allowing growth without losing their core identity. Both congregation and choir are inspired by our traditions of formal, choral worship, and see it as being a key part of our DNA, a valuable source of stability within which spiritual growth can occur. This should be seen as the context for our future growth.

"There's High Church, Low Church and Leeds Parish Church".

SIR JOHN BETJEMAN

Following Hook, we are a diverse church in the mainstream of Anglicanism, embracing both Catholic and Reformed Anglican spirituality. We are proud of our eclectic mix of churchmanship and, whilst we celebrate our traditional style with robes and an outstanding choir, we aim to offer a place of worship for all people, irrespective of their church tradition.

Thanks to the leadership of the last two incumbents we believe we have strong foundations for growth:

- Our congregations are dynamic but built around a stable core, with a growing and committed set of volunteers, and a hunger to grow in faith and prayer.
- Choral music is integral to our worship and liturgy, with an outstanding, flourishing choir, thoughtful musical leadership, and a vibrant musical community.
- There is a largely unfulfilled opportunity for outreach to the many young people moving into new apartments in the Parish or close to the Minster.
- We have strong relations with Civic institutions such as the City Council, and we host civic services and events on both regular and special occasions.
- The PCC employs an Operations Manager, a Parish Administrator, a full-time Caretaker, and an Assistant Caretaker to shoulder the operational and administrative burden. This is intended to free the Rector for outreach, and for pastoral, liturgical and strategic work.
- The building inevitably presents challenges, but we have a new and committed architect with a clear vision for the next phases of work, our finances are currently stable with Parish Share contributions fully met, and the groundwork has been laid for future fund-raising.

Still interested?

Please read on – this brochure sets out more detail of who we are and the qualities we're seeking in our new Rector. Please be assured of our prayers while we and you seek to discern God's calling.



More detail can be found in the [Parish Profile](#)

Our next Rector...

Spiritual leadership

We are seeking a Rector with a desire to deepen the faith of the congregation and who will lead further growth in discipleship, spirituality and faith. They will lead development of a gospel-enriched and deep understanding of issues of social and climate justice along with our growing and fundamental commitment to prayer. We have found that our commitment to inclusion and diversity appeals to people of all ages and is a particular encouragement to our young adults in their discipleship. We expect a commitment to inclusion along with a continuation of strong preaching and teaching, and prayerful leadership.

Music and liturgy

Music is at the heart of our offering, being integral to our liturgy and spirituality, while also generating engagement and attracting people into the church who might not otherwise come. Music often reaches where words fail, and for many people at the Minster the music provides religious expression, and a level of connection and assent that they may not otherwise be able to articulate. It is important that the new Rector understands, values and supports the choral tradition and the relatively formal style of worship and liturgy that comes with it.

Civic engagement

The Rector of Leeds, alongside the Bishop of Kirkstall, forms the main point of contact in the city between the Church of England and those in positions of political and civic leadership. We have good working relationships with Leeds City Council, the Lord Lieutenant's office and other key civic roles across the episcopal area and therefore networking and collaborating are key to the work of the Rector and for the Minster. We are looking for someone who understands and appreciates the necessary formalities when carrying out civic duties and has an approachable and pastoral manner. You should find the opportunity to further develop existing links with local government, public sector, commercial and charitable organisations across the city an exciting prospect.

Strategic leadership

We need a Rector who is strategic and able to lead and manage the work of the Minster in line with its Vision and Values. The Rector will also be able to build on the current priorities through updating the Liturgical Plan, responding to the recent Quinquennial Survey and building on the growth of the congregation. Having a beautiful and historic Grade 1 listed building is a unique privilege and opportunity, but also presents challenges, along with our commitment to continue to pay Parish Share and keep our finances secure.

Collaboration and support

Developing and furthering recent developments in our collaboration with and support for other city churches remains a priority. The Rector will continue to offer support to churches across the city and may be seen by others – particularly clergy – as a source for advice and contacts. As part of this ministry the Rector will further the offer of the Minster as a training parish. The opportunities for inter-faith dialogue and cooperation are there to be further developed.

Safeguarding

Safeguarding is essential to the well-being of everybody who comes into contact with Leeds Minster, and the Rector, while working with the relevant parish officers, is expected to lead by example in setting the appropriate culture.

Collegiate leadership and delegation

We are aware that these may sound like a daunting set of expectations. However, we know that the Minster is in a good position to further develop in all areas. The new Rector will work with a supportive PCC to agree and establish realistic and manageable priorities for their ministry, and will work collaboratively and lead collegiately and pastorally with the support of an experienced staff team and a large group of volunteers committed to the Minster, its community and the exciting era ahead.

In summary, we're looking for someone who:

- Prays
- Is an experienced priest and pastor
- Is at home with the choral tradition and formal liturgy
- Welcomes diversity and inclusion
- Is strategic and well-organised
- Is a collaborative and collegiate leader
- Has good communication skills
- Builds good relationships



"No matter where I go or what I do in the future, Leeds Minster will always hold a special place in my life as the place where I found my faith in Jesus Christ. At the Minster I have found a fantastic, open-minded, and varied community. With so many of the youth directed initiatives in the Church of England today focussing on evangelical churchmanship, it is refreshing to find in the Minster a place where I can practise my faith in the tradition that I find spiritually enriching with other like-minded young people."

THOMAS, FORMER CHORAL SCHOLAR

Leeds & the Parish of Leeds City

The City of Leeds

With a population of about 845,000, Leeds is a thriving commercial, professional and retail centre in reach of the beautiful Yorkshire Dales and at the heart of the Anglican Diocese of Leeds. As one of the largest financial and legal centres outside London, it is more prosperous than other towns in West Yorkshire, but retains areas of considerable and persistent social and financial deprivation. It hosts six Universities and a wide range of other institutions of Further education.

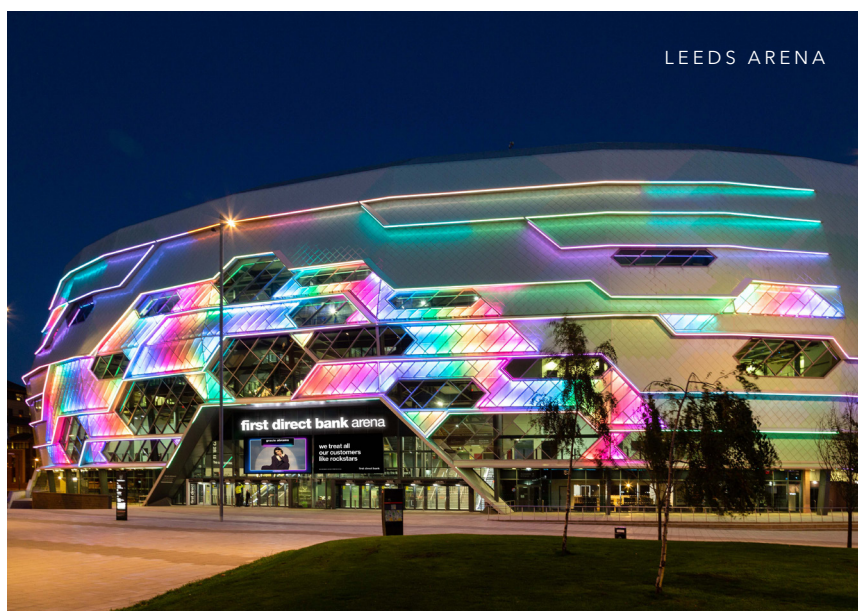
Leeds is a cultural and sporting hub, home to Leeds Arena, the Grand Theatre (including Opera North), Leeds Playhouse, Leeds City Varieties, Northern Ballet, Yorkshire Dance and Phoenix Dance, Leeds City Museum and the Thackray Museum, all within the parish boundaries. The city proudly boasts a Premier League football club at Elland Road, Yorkshire County Cricket and Leeds Rhinos rugby league team at Headingley. It plays host to World Triathlon Championship races and is one of the venues for the Tour de Yorkshire cycling races. More information can be found at Visit Leeds.

Leeds has a flourishing airport and excellent rail and bus links. On foot, the Minster is only 2 minutes from Leeds bus station, 10 minutes from Leeds train station and 15 minutes from the Diocesan office.

Leeds City Parish

[Leeds City Parish](#) covers the eastern part of the city centre and extends into the residential areas of Lincoln Green and Lovell Park. St. James University Hospital, one of the biggest teaching hospitals in Europe and part of the Leeds NHS Trust, sits within the Parish, as do several Higher and Further education institutions such as Leeds City College, Leeds College of Building, and Leeds Conservatoire.

The population of the parish is diverse ethnically and culturally. The majority of people working within the parish boundaries commute daily and relatively small numbers are resident in the parish itself (8845) and 3877 occupied households. Due to recent developments, many people now live in close proximity to the Minster, but in a different parish.



The parish contains some stark contrasts:

On the one hand it encompasses some of the prime commercial areas of the city such as the historic Kirkgate Market, bustling Briggate and Victoria Leeds. Housing is mainly apartments with a mixture of owned and rented.

On the other hand Lincoln Green and Lovell Park are acknowledged as areas of urban deprivation, with diverse and transient populations. These areas are mainly Local Authority and Private Landlord housing.

Between these extremes there is a large and growing student population living in new, purpose-built high-rise accommodation. These sit alongside hotels, bars, clubs, restaurants and venues meaning the night-time economy is significant within the parish.

[Church Urban Fund analysis](#) of the Parish data reveals stark challenges in terms of mission and outreach that suggest Hook's vision and commitment to seeing and serving Christ in the poor and marginalised is still highly relevant. The street community is a fluctuating but significant presence in the area around the church, and we seek to serve them as a place of Welcome and as a signposting base (see below). The congregation supports the Food Bank at St Aidan's Church with regular food collections. The newly arrived population of singles represented in the CUF data may also represent opportunities for outreach and mission.



LEEDS PLAYHOUSE

The City and the Parish

Leeds Minster is the civic church for Leeds and hosts an increasing number of services for the city. For example, the Rector has a major involvement in the City's annual commemoration of Remembrance Sunday. During Advent and Christmas, the Minster is home for a variety of charity concerts and carol services. The Rector is currently chaplain to the Lord Mayor of Leeds.

The Parish and the Community

The Rector is ex officio a Trustee of [Wades Charity](#).

St. Peter's Church of England Primary School

Together with another lay representative from the PCC, the Rector is a Governor of [St. Peter's Church of England Primary School](#). This is a vibrant and exciting school with high expectations of the inner-city families it serves. There is a very close relationship with Leeds Minster. Members of the ministry team are involved in school through the governing body and leading worship in assembly as well as attending events and celebrations. Pupils attend the Minster for key events in the year such as Shrove Tuesday pancake races, services at Christmas and other key times, and the children from the school provide the core of the Minster Children's Choir.



LEEDS TOWN HALL

The Parish and the wider Faith Community

Diocese and Leeds

The Minster hosts services for the Diocese and episcopal area, including ordinations to the priesthood.

There are informal ecumenical links with the Dean and staff of St. Anne's RC Cathedral (within the parish) and other city churches, together with regular contact with members of other faith communities.

The Rector is Patron of nine parishes in the Leeds City /Kirkstall Episcopal Area. In a recent initiative the Rector has formed an informal network with these parishes with a view to developing an arrangement of mutual support for clergy.

The Rector is a member of the Leeds Faith Forum, Leeds Strategic Faith Partnership and the Religion and Belief Hub.

North West Leeds Deanery

Leeds Minster plays a full part in the wider Anglican community through active membership of the North West Leeds Deanery, encouraging and electing lay representatives to join the Rector in making welcome contributions there.

Leeds Church Institute

We have a close working relationship with the Leeds Church Institute, which was founded by Walter Hook and is a tenant in one of our flats. We host their annual Hook lecture, and the relationship supports and informs our relationships with other parishes in the city. The Rector is ex officio a Trustee.

Major Churches Network

Leeds Minster is pleased to be a member of the Major Churches Network and appreciates the valuable support which it provides, recognising the challenges Leeds Minster faces in keeping the Minster building in sound condition and its mission dynamic as well as being at the heart of the community. The Minster hosts some of the Network's meetings.

Mothers' Union

The new organisation of the Mothers' Union areas from 2016 has benefitted and re-kindled the profile of the MU in the Minster. We act as the main meeting location for all the Leeds area MU branches and have hosted the MU Worldwide President, with members travelling from far and wide and filling the church. Monthly prayer and Eucharistic services create space for coffee and chat, and the Minster supports quarterly Leeds area meetings.

"I remember the first Sunday when I came to Leeds Minster, the atmosphere was friendly and I was welcomed and made to feel like I belonged. Three Sundays later, it was as if I had been a long-term member. Everyone accepted me. I was convinced to become Server, something I am committed to and enjoy doing."

STELLA, SERVER

Leeds Minster: the organisation

Assets and finances

The Parish owns the Ground Lease of two properties which have been sensitively redeveloped as residential accommodation. The lower Ground floors of these properties, which remain within church ownership, generate rental income >£50,000 pa. Also incorporated within this development the church owns a property, which is used for the provision of Tied Accommodation for the Caretaker. A further flat within the development is owned by the DBF to provide on-site accommodation for an Assistant Curate.

The churchyard is the responsibility of Leeds Minster Parochial Church Council, but is maintained by Leeds City Council.

Income generated by hiring the Minster out as a venue generated over £100k in 2025.

A further £25,000 income is generated by franchising the Car Park during the week and overnight.

As the Civic Church of the City, The Minster is supported by a discretionary, annual grant of about £18,000 pa by the City Council.

Our finances are now relatively stable, allowing us to meet our Parish Share commitments in full, and to plan the next phases of building maintenance work with reasonable confidence.



Staff

The Minster employs an Operations Manager, a Caretaker and Assistant Caretaker, an Administrator, the Director of Music and the Organist. All posts are part-time except for the Caretaker, who lives in a flat on-site.

Charities

In addition to the charities listed above in relation to the Community and the Faith Community, the Rector is ex officio a Trustee of the following Minster-related charities:

- Harrison Trust for Leeds City Parish
- The Leeds Church Extension Society
- The Friends of the Music of Leeds Minster (Chair)

Leeds Minster: the place

Christians have worshipped on this site since Anglo-Saxon times, as we are reminded by the stunning 10th century cross located on the altar flats and the numerous monuments retained from the previous church on the site.

This history of common worship provides a powerful anchor for those seeking spiritual growth, a sense of stability, and fellowship. The Minster is not just a place built of stone but a place in the hearts of those who worship here.

A place of historic importance

The present Grade 1 listed building, dedicated in 1841 as St Peter-at-Leeds and later known as Leeds Parish Church was recently assessed as 'internally, the most important church of the early 1840s'. The building was designed for a sacramental style of worship, with the focus on the altar, and the choir placed in the Chancel. It was a remarkable innovation for that time. Its interior remains largely unchanged. If you're interested, you can read a much fuller account of our history [here](#).

Leeds Minster is part of the heritage 'Owl Trail' and is in the top 10 most visited venues in Leeds, with numbers usually ranging between 50 and 80 on a normal day, and visitors coming from all over the world as well as much nearer to home.

We open to the public 11.00am to 2.00pm Tuesday to Saturday, and our team of volunteers make visitors welcome, help them interpret the building and point to the faith that inspired its construction and that continues to inspire us today.

Despite the inevitable challenges presented by such a building, it remains our prime asset, and one which we seek to use as far as our resources allow in the service of Christ:

A place to encounter God

The building continues to fulfil the primary purpose as a setting for outstanding liturgy, combining with beautiful music to draw hearts and minds to God in worship. At other times, visitors are frequently inspired by its beauty and peace, which can lead to pastoral and missionary conversations. 'Still', a monthly Saturday morning workshop on contemplative prayer, draws a steady attendance from our congregation and from other churches.

A place of Welcome

During our opening hours, our volunteers provide a welcome for anyone who comes, along with warmth, refreshments, space to pray, and pastoral care from our chaplaincy team of retired clergy. Many come to light a candle or pray, and the Lady Chapel provides that space of quiet comfort. As this ministry develops, we are partnering with Age Concern UK to enhance our offering to older people.

We are a recognised signposting base and receive Council support as a Welcome Space, helping those in need to find the right phone number for support.

*'a kind of standing sermon,
saying to people, see how
Churchmen love and honour
their God, come hither and
worship in the beauty of
holiness!'*

WALTER HOOK

A place of Pilgrimage

Our welcome also extends to visitors and tourists drawn by both the beauty and the history of the church, and people wishing to pray or reflect in the stillness that the building offers. Our welcomers are here to help visitors interpret the building and point to the faith that inspired its construction and that continues to inspire us today. The leadership shown by some of our lay people, who give their time and energy to keep the building open and make it a welcoming space for all, keeps Hook's vision alive.

Guided tours are offered by our excellent volunteer guides.

A place of Sanctuary

Engaging with the Sanctuary movement, we seek to welcome refugees and asylum seekers.

The Minster provides a meeting venue for the Hong Kong Community here on a British National Overseas Visa which aids English language skills as well as cultural awareness. Following a recent initiative we now host an annual Lunar New Year celebration.

We host a weekly weaving project where Ukrainian refugees produce defence nets for the war in their home country, and as a result now host church services for the city's Ukrainian community.

A place for community

As the Civic church for the city, we host services and mark events throughout the year. With memorials for the Armed Forces and Police, there are bespoke events for different groups. Services are held marking national and local milestones, such as the recent Leeds 400 Years celebration of the Leeds Charter, with over 180 musicians and singers and a congregational rendition of 'Marching on Together' (an anthem favoured by the crowds at Leeds United and Leeds Rhinos matches)!

At the same time, as we recognise the growing number of members of the street community around and within the Minster, we have a growing partnership with Lighthouse Church, providing space for their regular 'Minster Monday' gatherings as they work to develop the church community among the street community.

Leeds Minster is geographically well placed to serve the LGBT+ community, so we are delighted to host the monthly ecumenical Pride church, a safe place to explore faith without judgement. This year's annual service that occurs at the start of Pride weekend drew some two hundred attendants. This has led to a number of members of the LGBT+ community joining our congregation.



"Entering the building always fills me with awe as the sense of majesty and serenity fills me. I shed workday concerns and prepare to spend time in God's presence either alone or with like-minded people. The familiar language of traditional liturgy, the praise and worship all serve as the glue which supports me."

JEAN, WELCOMER

A place for the arts and conferences

The Minster has long been a venue for concerts of sacred and church-related music, notably the weekly lunchtime organ recitals run by the Director of Music, along with concerts and Come and Sing events given by St Peter's Singers. It is also used on occasion by other choirs in the city.

The Minster hosts exhibitions, conferences and other meetings, notably the 'Leeds in your Lunch Hour' series of historical lectures by the Leeds Civic Trust every February which fill the church. Amongst specific events in 2026 the Minster is hosting the northern heat of the Cranmer Society Schools Recitation Competition, the regional gathering of the Cathedral Music Trust, and The National Girls School Association Service.

The Minster has become a sought-after venue for companies promoting secular concerts in heritage venues such as Cathedrals and other large churches.

The revenue generated by the use of the Minster as a performance venue forms an increasingly important and essential part of our income stream. There are several external concerts each month, but this rises to a near daily booking during late November and December when the Minster hosts carol services for city businesses and national charities, as well as a full range of 'Candlelight' concert experiences. There is a careful balance maintained between the Minster as a place of worship and a desirable performance destination and atmospheric event space.



A place to get married

The Minster is a stunning city centre location for a wedding and following the nearby increase in flats and apartments, we increasingly see parishioners enquiring about marriage. Although the building may provide the initial draw, some people have then become more involved.

In the past year there have been 10 baptisms, 7 confirmations, 9 weddings and 5 funerals.

Although we offer infant baptism in appropriate cases, regular Easter Sunday baptism and confirmation service for those joining the church is a great source of joy and encouragement.

Challenges

A building of this age and size inevitably presents challenges. The recent quinquennial has identified key priorities for the PCC to focus on, and innovative solutions are being sought, such as tackling the heating system with a green energy solution that will meet the Church of England's commitments to achieving Net Zero. The Buildings and Grounds Ministry Team oversee on this work.

Work is required on the Heating system, Drainage, City of Leeds Room roof, pointing, guttering, monuments, plasterwork and decoration. These requirements will be addressed by a rolling plan of maintenance and development supported by our Architect and Fundraising Consultants. Proposals for a project comprising the first phase of these works are currently being finalised.

We have recently appointed a new architect who is proving to be exceptionally thorough and efficient. Although there is a predictably long list of work to be undertaken, PCC is focused on ensuring that these can be undertaken within the necessary timeframe. Following consultation and a report, the groundwork has been laid for development of a fund-raising strategy that will hopefully enable us to meet our commitments to the building.

"When Venus and I decided we wanted to get married, there was only one church we wanted it to be, 'The Minster', our local church for the last three years.

It was very satisfying planning it with Paul, the vicar, and all the other people who helped us make it such a memorable day for us, with music, bells and flowers.

A lady said to me on the steps after the service 'it was a great pleasure to attend a wedding where vows actually meant something and not taken in a municipal room with no feeling in it.' Venus and I both found it very touching that members of our own weekly congregation should attend our wedding out of friendship for us."

VENUS AND GEORGE,
MARRIED JULY 2026



A place with a peal

Leeds Minster Society of Change Ringers - aka our bell ringers - recruit from the wider community, are of a nationally recognised standard and have recently commissioned and installed a thirteenth bell ('Catherine' - to be used for training new members).



Liturgy & music

Leeds Minster has a long and distinguished history as a place of liturgical and musical excellence, and we continue to be inspired by Walter Hook's vision of architectural and musical beauty combining to lift hearts and minds in worship.

The Eucharist is the focus of our corporate life as the Body of Christ. It is celebrated in the traditional mainstream Anglican way, using the liturgy of Common Worship, with vestments and the occasional use of incense. The main Sunday Eucharist incorporates excellent choral music and traditional hymns, which complement strong preaching in the ministry of the Word, and raise our offering of prayer and praise.



Choral Evensong takes place twice a week providing opportunities for people to encounter God and pray in a more meditative setting built on the traditions of the Book of Common Prayer and the Daily Office. Sunday evensong sustains a good-sized and loyal congregation, and there is scope to raise awareness of the Thursday evensong as an opportunity for reflection and spiritual renewal amongst those now living nearby.

Not all our services are choral: Sunday BCP Eucharist serves another significant congregation, many of whom value familiar patterns of worship whilst others encounter a simple service that meets their spiritual needs. The Morning Prayer and midweek Eucharistic services follow Common Worship and attract those working in and visiting the city as well as those who worship on a Sunday.

Special liturgies for occasions such as the Advent Procession, Candlemas, Holy Week and Good Friday have been incorporated into the calendar, opening the eyes and minds of many to what good liturgy can offer by way of engaging the senses and drawing people to new forms of prayer.

The choir

The all-adult choir, which replaced the traditional choir of men and boys in 2015, is about 32-strong on average (with some 50 'on the books'). It is composed of a healthy mix of mostly experienced, committed volunteers and some ten students participating in the Choral Scholarship programme while studying at Leeds or York Universities or Leeds Conservatoire. Together they form a tightly-knit and highly supportive community in which people of all ages from student to senior citizen generally thrive and many grow in faith, in many ways a microcosm or expression of the Church's calling. They are well led by the Director of Music and Assistant Organist, who are both employed part-time by the PCC. The Choral Scholarship programme is funded from external sources.

The Children's Choir, formed nearly two years ago but currently seeking its most effective *modus operandi*, is also externally funded and represents an intense desire in both choir and congregation to develop and nurture musical and life skills together with knowledge of the faith in the next generation.

The Minster Organ is a large and famous 1914 Harrison & Harrison instrument of four manuals and pedals.

The Friends of the Music of Leeds Minster is a charitable Trust dedicated to supporting the music through grants for special projects or expenditure.



“Leeds Minster is a place of inclusive Pilgrimage and Sanctuary, a sacred space that for over a 1000 years people have come to, in order to meet the Divine in worship and in the community they serve and share it with. It is a living building, each stone and coloured piece of glass telling the history of the city and its ever-changing culture, shape and people. I am indebted to the Minster and its congregation for embracing me and my partner and feeding us on our spiritual journey. The history, the choral music, the tradition, the liturgy, the community and worship in all its forms is now an integral part of our souls. The Minster is more than a church; it is the living spirit of the Risen God reflected in all the eyes of those who call it their spiritual home.”

JURGENS,
CONFIRMED EASTER 2026

Non-liturgical music

The Minster choir is complemented by St Peter's Singers, a high-quality chamber choir embedded at the Minster, directed by Alex Woodrow, and overlapping in membership with the Minster choir. It is aligned by its programming with the Minster's values, provides outreach into the city and suburbs, and draws in audiences keen to hear sacred music in a non-liturgical setting.

Weekly organ recitals on Friday lunchtimes, which attract a loyal and growing audience, showcase a range of in-house and guest players from around the country.

As Rector...

As our next Rector you will know, understand and value the Anglican choral tradition, preferably from personal experience. You will want to support and encourage the Director of Music and all those that contribute to the Minster's rich musical life, not least in their efforts to see children and young people sing and learn in the Church. *(Note: the ability and confidence to sing the Responses at Evensong, while very welcome, are not a requirement!).*

You will know from study and practise what makes for good liturgy within a traditional setting such as ours, and so be able to lead suitable change as and when necessary. Timely planning and preparation of services will be a priority for you, and will involve appropriate collaboration, not least with colleagues and the Director of Music.

Leeds Minster: the people

An eclectic gathering

The congregation as a whole is largely from outside the parish. However, 30% live within a mile and 50% within 3 miles and increasing numbers of the congregation live within sight of the Minster but are not in the parish. There is a wide mix of ages in the congregation, with the largest age group being 25-35 and then an even spread of ages across the adult years, with a slight increase in newly retired. The Choral Scholarship scheme for up to 10 students attracts a wider student interest and following. There is an equal split in gender. The employment status of the congregation is reflective of the age range and the ethnic and cultural diversity is well representative of the Parish.

There are distinct congregations who attend the variety of services on offer at Leeds Minster, with considerable flow between them. The 9.00am BCP Communion service attracts a regular 22-25 adults, whilst 10.30am Choral Eucharist around 120 including the choir and up to 10 young people at Family Church. Choral Evensong draws around 65 on Sunday and 40 on Thursday, both including the choir. Midweek services and Bible Study/prayer group attract between 10 and 15 people on average.

Inclusion

Inclusion is at the heart of our understanding of the Gospel and therefore of our welcome, so the diversity of people who form our worshipping community shapes who we are. We are intentional about including everyone and giving value to all so regularly review how to involve a wide range of people in services and welcoming, as well as offer opportunities to grow in discipleship.

Building relationships

ChurchSuite is used extensively to capture contact details for anyone who we come into contact with. This enables us to make introductions, invite people to events or to join volunteer or discussion groups, and generally to build relationships and integrate those coming into contact with the Minster. It also enables distribution of a weekly newsletter to those who may attend services either regularly or occasionally, and a monthly newsletter advertising events to a growing list of subscribers.

Discipleship

Discipleship has been an emerging and growing priority in the life of Leeds Minster. We have seen significant growth so have developed:

Bible Study and Discussion groups: these meet after 10.30 service on Sundays on about 18 weeks a year, and start with a simple 'bring and share' or soup lunch (suited to the city-centre nature of the church). They include baptism and confirmation preparation, basic discipleship, teaching on prayer, Lent and Advent groups, published and home-grown courses, and have been significant in growing faith. Growing demand has led to developing a pattern of mid-week Bible studies twice a month, combining lay and clergy leadership.

Monthly Prayer and Worship Group: exploration of different styles of prayer and worship.

Under 40's Discussion Group: supporting a growing group of young adults in their discipleship. This group meets monthly.

Still: monthly meditation; open to wider community

Family Outreach Saturday services: linked with major festivals (Christingle, Easter, Pentecost, Harvest), these encourage existing families, attract new families and link Children's choir families to wider church.

Family Church, which has developed significantly over the past few years and meets most Sundays in term time. Running alongside the 10.30 Sunday service, activities and worship allow families to explore the themes of the day in a relaxed setting whilst still joining the main service to receive communion or a blessing.



Structures

In addition to the PCC, we have the Standing committee, a Licensed Ministers group, Ministry Teams and a Ministry Rota. The standing committee provides an operational function on behalf of the PCC. The Licensed Ministers group currently includes one Lay Minister and will soon include a second. There are currently four retired clergy in the congregation with PTO, and we benefit from the voluntary contribution of several further retired clergy who form the chaplaincy group that plays a role in the daily Welcome operation.

Developing lay leadership through Ministry Teams

A relatively new strategy to grow leadership has seen the introduction of six PCC Ministry Teams in addition to the Licensed Ministers group. These are made up primarily but not exclusively of PCC members, are both strategic and operational, and report back to the PCC:

- Buildings and Grounds
- Children and Families
- Communications
- Discipleship and Pastoral
- Finance
- Music and Worship

The PCC Ministry Teams provide both operational and strategic support to the PCC, developing major strategic plans as well as driving smaller scale tactical changes and developments.

This is a new scheme with considerable potential but will need careful management to develop well.

Volunteers and the Ministry Rotas

Volunteering draws many of our congregation into the life and ministry of the church, and worshippers are regularly invited to participate, and join one or more of the Ministry Rotas. This has led to more people involved in leading and exploring different types of ministry, and has helped to renew our core volunteer base. We have a new lay minister who is soon to be licensed and someone on the discernment path, as evidence of how far this can take them.

The Ministry Rotas are operational, and are managed using ChurchSuite which provides automated reminders and allows easy rescheduling and swapping of duties as people's availability changes.

Social

Social events are scheduled on a regular basis to encourage the building of relationships as well as invite friends and family to. Ensuring we have systems that connect people so everyone is known as the church grows will be an important part of sustaining that growth.

Safeguarding culture

During the previous two incumbencies there has been significant change in the safeguarding culture at Leeds Minster. The importance of safeguarding in dealing with historic concerns and building a strong safeguarding culture has been at the forefront of these developments. In tackling systemic problems, the church was effectively pruned and shaped to prepare for growth. This then enabled that growth to take place in a way that has excited and encouraged the existing congregation, whilst God has added to our number.

Volunteers contribute in many different ways:

- Welcoming and stewarding
- Lay eucharistic ministers or servers
- Reading lessons
- Leading intercessions
- Family church
- Sidespeople
- Refreshments
- Leading Bible Study or Prayer groups
- Social Media and Website comms
- Archive
- Guided tours
- Financial processes

Challenges

The main challenges lie in growing an active and committed congregation when a significant part of the local population is transient. In these circumstances the volunteer base can come under strain, and it is harder to develop the sense of belonging which may translate to increased engagement and giving. Growing the proportion of our income that comes from congregational giving will be an important part of the next Rector's agenda.

Continued development of our provision for children will remain both a challenge and a priority.

Vicarage

The Rector will live at 2a Ryder Gardens, LS8 1JS,
close to Roundhay Park:



- A four bedroomed Vicarage in a desirable area of Leeds.
- Close to successful schools, parks and shops, restaurants and supermarkets.
- Close to a key arterial road into Leeds with regular buses.
- By car only 10 minutes from the countryside leading to the Yorkshire Dales.

In Conclusion

As we hope this brochure makes clear, the congregation, PCC and those who work here love the building, its community, its worship, its music, and its traditions, and want to take them forward in the service of Christ. We look forward to welcoming and supporting the new Rector as he or she joins our dynamic worshipping community and hope you will give due thought and prayer as to whether that might be you.



A Message from Bishop Arun Arora of Kirkstall

Leeds Minster has a unique place in serving to the local parish and also the wider City of Leeds.

The congregation demonstrates a deep commitment to the Anglican tradition, centred on the Eucharist, nourished by excellent preaching and choral worship, and sustained by a growing culture of prayer, pastoral care and inclusion. The Minster's ministry across the city reflects a church seeking to embody Christ's welcome in the heart of a culturally rich diverse city.

The post of Rector of Leeds Minster brings opportunities and substantial responsibilities. Alongside leading a flourishing worshipping community, the postholder will be called to exercise civic leadership, strengthen partnerships across the city, support clergy and churches beyond the Minster itself, and help shape the

future mission and identity of this important church.



Leeds Minster
SERVING THE CITY