

The Diocese of Blackburn Archdeacon of Lancaster

Recruitment Pack

For an informal conversation about this post, please contact the Archdeacon of Blackburn, The Ven Mark Ireland at mark.ireland@blackburn.anglican.org

ARCHDEACON OF LANCASTER IN THE DIOCESE OF BLACKBURN

THE DIOCESE OF BLACKBURN

The Diocese of Blackburn is approaching its 100th anniversary, having been founded on the 12th December 1926. It serves almost the whole of the county of Lancashire, covering an area of 878 square miles, with a population of 1.3 million. It is divided into 14 Deaneries and two Archdeaconries (Blackburn and Lancaster). The Diocese covers an area of extraordinary variety, from the stunning countryside of the Trough of Bowland to the former mill towns of East Lancashire; from the University cities of Preston and Lancaster, to the seaside towns of Blackpool and Morecambe; from elegant villages, to Presence and Engagement Parishes. We have Parishes of all traditions and are strongly committed to the principle of mutual flourishing.

The Bishop of Blackburn seeks to appoint a priest of deep faith and gospel ambition to succeed the Venerable Michael Everitt as Archdeacon of Lancaster, to join the Bishop's Leadership Team. In making the appointment, the Bishop will be mindful of the needs of the Archdeaconry & Diocese but will also take into account the balance of the senior staff team.

The Lancaster Archdeaconry comprises the seven Deaneries of Tunstall, Lancaster & Morecambe, Garstang, Poulton, Blackpool, Kirkham and Preston, a total of 77 benefices, 124 licensed worship centres and 123 licensed clergy (of whom there are 69.7 full-time stipendiary equivalent incumbents and 15 are curates (including 1 Ordained Pioneer Minister). The population in 2011 was 592,600 and the area 847 square miles. The regular weekly attendance in October 2017 was 6,900.

The Lancaster Archdeaconry is socially diverse. It includes some of the most deprived communities in the country, in Blackpool, as well as commuter villages, rural areas and pockets of significant affluence. There are three thriving universities (University of Lancaster, University of Central Lancashire and University of Cumbria). Although the population is mostly based in urban areas, 70% of the land area of the Diocese covers rural areas & the rural economy is important in the Lancaster Archdeaconry. The parishes of the Archdeaconry reflect the whole range of Anglican tradition and spirituality.

As a Diocese we have a unique church school portfolio, with a large number of Voluntary Aided Schools or former aided schools that are now academies (165). The diocese has 190 Church schools in total, including 10 secondary schools (of which 62 primary and four high schools are located in the Lancaster Archdeaconry), making it one of the biggest dioceses for church school education in the country. Across our schools, more than 44 000 children and young people take part in daily acts of inclusive worship and over 98% of our schools are recognised by SIAMS for their distinctive Christian vision and ethos.

We are in the top quartile for child attendance at church and have the third highest number of confirmations. Our Diocesan Board of Education has nationally recognised resources and has developed a new vision for children and youth in the diocese.

MAIN OPPORTUNITIES OF THE ROLE

In 2015, the Diocesan Synod agreed the Vision 2026, a strategic vision statement, under the strapline 'Healthy Churches Transforming Communities.' This comes under four headings, each overseen by a member of the Bishop's Leadership Team:

- Making Disciples
- Being Witnesses
- Growing Leaders
- Children & Young People

The Archdeacon of Lancaster will have the task of supporting Parishes and Chaplaincies as they seek to develop their lives in response to this vision. They will need to be aware of the evangelistic dimension of archidiaconal work around clergy deployment, pastoral reorganisation and finance and buildings so that the local church can be better equipped for mission. The Archdeacon will play a full role in nurturing the ethnic, theological and social diversity of the Diocese. They will hold the brief for Children, Young People & Education on behalf of the Bishop's Leadership Team.

The Diocese is in good heart.

- A Leadership and Deployment Strategy has been agreed which lays before the Diocese a challenge around vocations and generosity and seeks to retain clergy numbers at their current level (a copy is attached, together with the Vision 2026 Policy document and the Youth & Children's strategy)
- Our Diocesan conference in late 2018 (our first in 10 years) bringing lay leaders & clergy together, encouraged us that there is a widespread appetite for growth, mission and unity. The retired Bishop of London, Lord Chartres, who had been involved in the last episcopal vacancy five years ago, observed: "I came expecting to be disappointed" but observed "a wonderful atmosphere and enormous energy".
- Two successful national Strategic Development Funding Bids to the Archbishops' Council have enabled us to invest in mission in hard to reach areas. The first has set up new church plants and an urban leadership programme on four of our outer estates (two of which are in the Lancaster Archdeaconry). The second seeks to renew church life in the centre of Preston through the creation of a cross-tradition Resourcing Parish.
- We are investing significant resources to the work with children and young people and have a passion for work in this area. We are currently developing a strategy that is based on a new vision for children, youth schools and chaplaincy in university, which includes working towards an SDF application based on youth discipleship and mission.
- New churches and congregations have been planted and we have redefined our expected outcomes in this area with more ambitious goals to create a cultural shift & growth across the whole Diocese.
- We have launched a Parish Support Programme to offer encouragement and intervention to parishes which are struggling with finance, mission or administration.
- Whalley Abbey, the Diocesan Retreat Centre, is due to be re-launched at the end of 2019 as a regional Centre for Christian Discipleship as well as becoming home to a praying community.

- The Diocesan Board of Education is nationally recognised for its work and seeks to witness to Jesus Christ in schools and universities among children and young people. The Board is a separately incorporated charitable company that takes an innovative and bold approach to its work.
- The Bishop's Leadership Team is an energising and supportive team comprising: three bishops, two Archdeacons, Diocesan Secretary, Bishop's Chaplain, Communications Manager, Vision Co-ordinator, and recently adding in, our relatively new Director of Vocations & Director of Discipleship

However, as we approach the 'half-way' point in the 13 years to 2026, we may be observing a hopeful culture shift, but we are not complacent in our ambitions. Many of our new initiatives are yet to bed in on all strands of our vision. We continue to struggle with internal messaging and communications. Our levels of intercession are inadequate to enable a church/congregation planting movement comparable to those observed internationally with the ambition to reach all people in Lancashire with the gospel. The opportunity for the gospel, afforded by our incredible schools' networks and high proportion of children coming for confirmation, can easily slip off the agenda.

RESPONSIBILITIES

TO PLAY A FULL ROLE IN THE LEADERSHIP OF THE DIOCESE BY:

- Having a key role as part of the Bishop's Leadership Team so that we can achieve our Vision to be '**Healthy Churches Transforming Communities**'
- Sharing the mission, pastoral oversight and administration of the Diocese.
- Taking on such specialist portfolios for work across the diocese, as agreed with the Bishop of Blackburn. This will include holding the brief for Education, Children & Young people
- Sharing the task of monitoring and overseeing the income and expenditure of the diocese in its mission and ministry. This will include a role in monitoring the stipends budget
- Regular attendance at a range of meetings, including:
 - The Bishop's Leadership Team.
 - The Bishop's Appointment Team.
 - Diocesan Board of Education Ltd
 - Relevant Diocesan and local communities and boards, including the Diocesan Mission and Pastoral Committee, Diocesan Advisory Committee and the Diocesan Safeguarding Committee
 - The Bishop's Council, Board of Finance, Property Committee, Finance Committee and Budget Committee as well as the Diocesan Synod

TO CARRY OUT THE LEGAL AND ADMINISTRATIVE RESPONSIBILITIES OF AN ARCHDEACON:

- In the Faculty Jurisdiction Measure, where the Archdeacon has jurisdiction.
- Through the presence of candidates for ordination and the induction of clergy (when asked by the Bishop)
- In the Articles of Enquiry, Inspection of Churches and annual Visitations (unless the Bishop holds his own), Admitting Churchwardens to office and supporting them in this role
- In the Clergy Discipline Measure 2006, as a person with proper interest
- In the Clergy Terms of Service Measure 2009, including the role in Capability Proceedings and Grievance procedure
- Being fully committed to mutual flourishing & fully aware of the Five Guiding Principles and able to live them and implement them with sensitivity and confidence
- To actively contribute to the Diocesan Board of Finance budget setting process as part of the Bishop's Budget Team
- Working with the DBF Directors to help parishes contribute their full parish share

TO WORK WITH PARISHES AND DEANERIES TO BRING ABOUT CHANGE BY:

- Working towards the implementation of Vision 2026 and helping Parishes to interpret this vision in imaginative and innovative ways
- Visiting and sharing in the life of local churches
- Encouraging Parishes and the DAC to be imaginative in the evangelistic and missional use of buildings
- Encouraging a diversity of acknowledged and authorised ministries
- Working in partnership with the Area Deans to strengthen the life and energy of the Deaneries and Deanery Chapters. Convening regular bi-monthly meetings of the Archdeaconry's Area Deans which the Bishop of Lancaster will sometimes attend

TO ENSURE THAT WE MAKE THE BEST POSSIBLE APPOINTMENTS BY:

- Acting swiftly when vacancies occur and applying the Diocesan policy on appointments through close working with the finance and HR staff
- Overseeing pastoral re-organisation and configuring posts in consultation with the relevant Bishop, such that we can create exciting, challenging and sustainable ministry opportunities
- Working with Parishes to ensure that vacancies become a time of creative development when PCCs can reflect realistically on future ministry
- Teaching and equipping PCCs and Representatives in order to prepare high quality paperwork and interview appropriately
- Maintaining good relationships with patrons, community leaders and other denominations

TO ENCOURAGE AND SUPPORT CLERGY & LAY LEADERS BY:

- Offering close support to clergy in order that they may feel valued in the ministries they perform and have the space and permission to innovate and implement change
- Working closely with the Bishops and Area Deans to ensure that clergy, churchwardens and lay leaders are receiving appropriate levels of pastoral care
- Care & support of Churchwardens & Treasurers
- Advising on training, recreational and sabbatical needs
- Building and maintaining good working relationships with clergy and lay leaders
- At times of difficulty, ensuring that issues are dealt with professionally and sensitively and that conflicts are resolved
- Investigating complaints as requested by the Bishops and within the guidelines of the Clergy Discipline Measure, with the help of the Area Deans as appropriate
- Sharing with the Bishops and the Archdeacon of Blackburn responsibility for conducting Ministerial Development Reviews: each licensed priest meets with a bishop or archdeacon once every two years.
- Being an advocate for rural parishes within the Diocese and county

TO TAKE RESPONSIBILITY FOR:

- Maintaining a robust and transformative discipline of prayer, worship and the study of the Scripture
- Their own professional growth, spiritual direction, self-care and Continuing Professional Development
- And in common with all diocesan clergy and staff they are responsible for ensuring
 - That priority is given to the safeguarding of children and vulnerable adults and that all that are vulnerable are protected to the highest standards
 - That all health and safety instructions are followed and that care is taken to ensure safety for self and colleagues, reporting concerns immediately
 - That all Diocesan policies and procedures are complied with

WORKING RELATIONSHIPS:

The Archdeacon will be accountable to the Bishop of Blackburn. In the day-by-day ministry they will work in close co-operation with the Bishop of Lancaster as well as the Archdeacon of Blackburn.

It is important that the Archdeacon is prepared to adjust and adapt, in a flexible way, as Diocesan strategy emerges and develops in the years ahead.

PERSONAL ATTRIBUTES:

- Committed to the gospel of Jesus Christ
- Encouraging, positive and confident
- Approachable with good pastoral and listening skills
- Emotionally intelligent and self-aware
- Able to think strategically
- A person of prayer with prophetic discernment
- Skilled with excellent organisational ability and time management skills
- Able to use initiative and solve complex problems
- A good team player who in turn has the ability to lead a team and delegate appropriately
- Skilled and experienced pastor to clergy and lay ministers
- Able to review, appraise and give feedback appropriately
- Skilled in managing conflict and conflict mediation
- Able to inspire new vocations
- Able to communicate well in a wide range of contexts
- Able to be robust in grasping nettles, and to offer pastoral firmness
- Promotes and models healthy well-being, including regular sabbaths, holidays, fun

OTHER REQUIREMENTS:

- A full and operational driving licence

PRACTICAL ARRANGEMENTS:

The post will be held under Common Tenure, as specified in the Ecclesiastical Offices (Terms of Service) Measure 2009, with a stipend set in accordance with the Church of England's national scale for Archdeacons. A resettlement grant will be paid at the current rate.

Appropriate housing within the Archdeaconry will be provided. Currently the plan is for the Archdeacon to be based at Shireshead, Forton, near Lancaster, enabling positive engagement with the rural nature of the Diocese.

Full working expenses will be met and there is confidential PA/administrative support at the Diocesan Offices where both Archdeacons and Suffragan Bishops also have desks. This is an open plan office, well-equipped with meeting rooms and on-site parking at Clayton House, Walker Office Park, Blackburn, BB1 2QE

The post is subject to an enhanced DBS check

APPLICATIONS

Applications via the Church of England's *Pathways* website are invited from all backgrounds and church traditions, including those which are currently under-represented on the senior team.

For an informal conversation regarding this post please contact: The Ven Mark Ireland, Archdeacon of Blackburn on 01254 958836, 07866 778791 or by email to mark.ireland@blackburn.anglican.org

Closing date: Monday 2nd September 2019
Interview date: Tuesday 24th September 2019

ARCHDEACON OF LANCASTER

Person Specification

Criteria		Criteria Assessed by:			
		App	Int	Refs	
Experience: Theological/Ecclesiological					
a	An Archdeacon will be in priest's orders and have been at least 6 years in Priest's orders (Canon C 22.1) Deeply loyal to the Church of England A robust and well-articulated theology Substantial experience of leadership in parochial ministry Commitment to the ministry of the whole people of God Commitment to mutual flourishing and modelling the Five Guiding Principles	Essential	✓	✓	
Experience: Spiritual					
b	Faithful in prayer with a discipline rooted in tradition but with and ability to relate to a broad spectrum of churchmanship A person of vision and integrity	Essential	✓	✓	
c	Prophetic discernment & ability to listen to God in situations Working experience of deliverance & healing	Desirable			
Experience: Evangelistic					

d	<p>Experience of leading a Church into growth</p> <p>Capacity to see the evangelistic dimension of all areas of ministry, even the legal and administrative</p> <p>A good and effective preacher of the Gospel</p> <p>Passion for mission & evangelism</p>	Essential	✓		
e	<p>Experience of offering training and support in church growth</p>	Desirable	✓	✓	
Leadership:					
f	<p>Highly developed pastoral skills</p> <p>The ability to lead, inspire and gain trust.</p> <p>The ability to work with others to cast a vision.</p> <p>The ability to manage conflict.</p> <p>The ability to draw people together for positive discussions and outcomes.</p> <p>Evidence of leading and working collaboratively.</p> <p>An understanding of committee procedures and skills in chairing.</p> <p>Robust ability to grasp nettles</p> <p>Ability to encourage others to shine and exceed oneself</p>	Essential	✓	✓	
Education:					
	<p>Prioritising of work with children & young people, schools & universities</p> <p>Ability to chair the Board of Education</p> <p>Ability to relate positively & proactively to contemporary higher education institutions and engage on behalf of the Church</p>	Essential			
Community:					

g	<p>A person who understands the differing contextual challenges to ministry across the diverse Archdeaconry.</p> <p>Ability to form good relations with English Heritage, heritage groups, amenity societies and community groups.</p> <p>Passion for & experience of rural ministry</p>	Desirable	✓	✓	
Managerial:					
H	<p>The ability to develop, nurture and encourage others.</p> <p>Ability to work with a range of people with strong, passionate and sometimes incompatible views.</p> <p>To encourage change when it's needed and help people along the change journey.</p> <p>Experience of management of people, resources and buildings</p>	Essential		✓	
Financial:					
I	<p>A person who has financial acumen and can contribute to discussions relating to finances.</p> <p>Awareness of the critical relationship between finance and mission.</p> <p>An ability to understand the challenges the parishes face at the present time in raising parish share.</p> <p>Experience as a Charity Trustee, Company Director or School Governor</p> <p>Administrative competence & computer literacy to respond in a timely manner to emails, to use Microsoft office and the ability to contribute to the Diocesan Website using the appropriate tools</p>	Highly Des		✓	