

# Archdeacon of St Helens and Warrington Candidate Information Pack



 Diocese of  
Liverpool  
[www.liverpool.anglican.org](http://www.liverpool.anglican.org)

## **Bigger Church, bigger difference**

# Welcome from Bishop Paul



Thank you for your enquiry about our vacancy for the role of Archdeacon of St Helens & Warrington. I hope that this information pack will help you decide whether it would be right for you to apply to become part of the team here.

I am committed to sharing my episcopate with my senior colleagues so that together we can implement the Diocesan purpose collegially – that is, in a way which is founded in prayer, listening, relationship and dialogue. The Archdeacons of the Diocese play a vital part in this community of oversight.

In this Diocese of Liverpool we are asking God for a bigger church to make a bigger difference, and we say: more people knowing Jesus, more justice in the world. This is our settled and agreed aim in this season of our life together. If you were to join us here it would be because you are committed to this aim and to the various ways by which we are seeking to bring it about.

## **These ways are summarised in a Rule of Life, and in five numbers.**

First of all, then, we are asking every worshipping Christian in our Diocese to sign up to the Bishops' Rule of Life. This is very, very simply expressed. We want each of the 60,000 or so people connected with the Diocese (as worshippers in our churches and fresh expressions; as people connected with our chaplaincies; as students in our schools) to be able to make sense of the Rule in their own way. We have worked hard to produce something that works as well for a reception-age schoolchild as for a Doctor of Theology.

So we say: as Christian disciples we are called by God, and sent by God.  
**Called to Pray, Read and Learn: Sent to Tell, Serve and Give.**

### **All disciples following the Rule are encouraged to:**

- **Bring One Friend** – into the regular worshipping and serving life of the church
- **Do Ten Things** – 10 acts of service or find 10 new points of connection beyond the walls of the church

### **In addition we are asking every person currently in a leadership position to contribute to the following:**

- **100: New congregations**
  - Plant 100 new congregations which draw new people into the worshipping and serving life of the church (10 years)
- **1,000: New leaders**
  - Identify and nurture 1,000 new leaders in the worshipping and serving life of the church (5 years)
- **10,000: Disciples**
  - Encourage 10,000 people to sign up to the Rule of Life (3 years)

The Archdeacon of St Helens & Warrington will join our Diocesan Oversight Team, which has the primary responsibility for implementing this purpose in these ways.

Four years ago we doubled the number of Archdeacons here, so as to make the Archdeaconries of manageable size and to enable our understanding that Archdeacons are missional enablers first and foremost. We now have four, each carrying out their pastoral, legal and missional responsibilities in clearly defined archidiaconal areas, but working together as a College within the Diocese as a whole, and contributing together to the work of the Oversight Team.

The Church faces clear challenges of relevance and viability in this generation. Contention and division is growing in the nation, and faith may seem to be fading. The Bishop of Warrington and I believe that we should approach these challenges with a confident, explicit and prayerful urgency, rooted in the Gospel mandate to go and make disciples. We are not called to be anxious and seeking the latest quick-fix, nor complacent and neglectful of the changing context in which God is placing us.

**I want therefore to invite and welcome a person who is marked with a Gospel hopefulness, who loves and inspires people, who has a track record of successful and relational change management, and who is energised and motivated by working with a wide range of colleagues to find and focus the future shape of the Church.**

Thank you for reading this far. The rest of the pack will hopefully give you the details you need. But if you need further information, or if you would value a conversation with one of our team, please get in touch with my colleagues Nichola and Sarah on the phone number or email address below and they will arrange this. And if after prayer and reflection you sense that it would be right to apply so as to explore all this further, I would warmly welcome your application.

This comes with my good wishes and with my prayers as you seek your future and discern whether it might be with us. May God bless you in all you do, and will do, as a leader of the Church in these days.

A handwritten signature in red ink that reads "Paul Livespool". The signature is written in a cursive style with a horizontal line underlining the name.

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## Archdeacons in the Diocese of Liverpool

The Archdeacon's role has an honoured and long history in the Church. As a national report puts it:

*"The role of the Archdeacon is a senior leadership role in the dioceses with an important contribution to mission and strategy. It is a key support to the clergy, their families, to Churchwardens, and Area Deans. The consistent image is of an intermediary, an interpreter, a channel through which the diocese's strategy is communicated and implemented in the local church. Archdeacons are seen as needing to be spiritually secure and strategic thinkers.*

*In all but a few cases, they have a statutory role with the jurisdiction of an Ordinary. The role is based on handling the tension between encouraging mission and creativity and ensuring that the order of the Church of England is maintained. Conflict is a regular feature of their work in their interpretive position between a range of different worlds and viewpoints. This means that developed people skills are essential. The role can be busy and stressful. However, many Archdeacons use their statutory functions to encourage imaginative, mission based thinking amongst local clergy and churches."*

***"Sustaining Leaders in Mission and Change" for OXCEPT***

All Archdeacons in the Diocese of Liverpool are to be leaders in mission and enablers of change within the community of the church. They are to ensure that effective, growing, sustainable, accountable, mission-focused church communities are the hallmark of the Diocese and that each archdeaconry works as a strategic and coherent unit for God's mission.

In addition to their statutory duties we identify the following priorities for the Archdeacon of St Helens and Warrington:

- **Constant advocacy of alignment with diocesan vision and strategy**
- **Signing people up to the Rule of Life (10,000 disciples)**
- **Releasing disciples to follow Jesus confidently in every sphere of life (10,000 disciples)**
- **Nurturing existing oversight leaders (1,000 leaders)**
- **Identifying, nurturing, releasing new congregational leaders (1,000 leaders)**
- **'Greenhousing'/protecting our existing change initiatives**
- **Prioritising our core work – giving disproportionate attention to a few areas**
- **Creating a positive culture of accountability**
- **Creating investment capacity to resource change**

In the Archdeaconry of St Helens and Warrington there will be a particular responsibility for the robust and flourishing renewal of the local church through the Transform North West project. Supported by the national church's Strategic Development Fund, this is a creative, ambitious and integrated approach to church resourcing. The aim is to plant and revitalise in the three towns of St Helens, Warrington and Widnes. Transform NW is presently undergoing some reconfiguration as we learn in the light of early experience, and the new Archdeacon will be closely involved in shaping its future.

The Diocese of Liverpool is placing a strong emphasis on the implementation of our plans. We're not short of ideas and creative energy - but our Diocesan Peer Review, under the Renewal and Reform agenda, underlined the need for us to deliver our plans so as to make a real difference. We have therefore significantly reorganised the way we work so we place less emphasis on hierarchy and more on a fluid ability to get the work done.

We have a long-term strategic goal to move to much larger, simpler parishes (not to amalgamate existing ones while retaining all the committees of the old). We aim for low control and high accountability in a working environment where all are valued for the creative energy they bring.

Our Archdeacons are a key part of a wider team that provides strategic oversight for the delivery of our growth agenda. Working alongside our well-respected senior staff and support teams in St James House, this team shares in the ministry of the Bishops and in the leadership of the Diocese. Its work is focused in our Diocesan Oversight Team. Chaired by the Dean this group includes our Diocesan and Assistant Diocesan Secretary and Directors of our key portfolios including Leadership, Finance and Education.

We will expect the Archdeacon of St Helens & Warrington to support and fully engage with this group. They will also automatically be part of our Appointments & Wellbeing group which holds the twin brief of securing excellent parochial appointments and offering strong pastoral support to clergy, Readers and lay leaders across our diocese.

In their own Archdeaconry, the Archdeacon of St Helens & Warrington will have an emphasis on nurturing new forms of church and missional community, as we seek to multiply congregations and raise the church's presence. The Diocese's "Joshua Centre", another initiative resourced by the Strategic Development Fund, is available to help with this work of multiplication.

In addition the Archdeacon will need to offer excellent nurture, support and pastoral care to clergy and other missional leaders as well as to churchwardens and key lay people in the churches. This work is done within and alongside the framework of legal and statutory duties which reside in the office of Archdeacon.

Fundamental to the role will be the on-going pastoral and strategic engagement with parishes through the revised Archdeacon's Parish Review (currently being piloted).

We are in the process of moving to a new deanery based Parish Share system, which is more responsive to local need and missional thinking. The Archdeacon will need to be a central player in and advocate for this change, particularly in those parishes most challenged or exercised by the change.

We are also mindful of the need to rationalise the number of church buildings we have and ensure that our future assets are fit for 21st century mission and ministry.

### **With all this in mind, we want to welcome as Archdeacon someone who is:**

- Rooting their own lives in the discipline of prayer and seeking to grow in their own holiness
- Actively contributing to theological reflection and its practical outworking
- Sharing with the Bishops in the local oversight, nurture and encouragement of parishes, benefices, chaplaincies and Fresh Expressions of church
- Praying for clergy and other leaders and their families, offering godly comfort and spiritual advice when the occasion arises
- Building strong working relationships with parish leadership, holding vision and demonstrating and nurturing an understanding of the needs of the future church
- Building supportive and collaborative working relationships with Area Deans and Lay Chairs to ensure that each has strategic focus to ensure the best provision of ministry and oversight across the deanery
- Forming good and confidence-building working relationships with clergy and other ministers
- Valuing the traditions and opportunities of sacramental worship, the occasional offices and the Anglican parish system
- Respectful of differing theological opinions and desiring to live and work together
- Implementing our diocese's strategic aim and articulating and interpreting it to their Archdeaconry and across our diocese
- Committed to the "mixed economy" of thriving traditional parishes and strong fresh expressions of the church
- Comfortable working across diverse liturgical and cultural styles
- Committed to nurturing vocations and new forms of pastoral and missional leadership
- Releasing our Bishops to engage more fully in their ministry of mission and evangelism in the public square

## **The new Archdeacon will therefore be willing to:**

- Identify and nurture gifts and skills in others
- Identify and nurture “Liverpool-shaped leaders” who understand and support the purposes and priorities of the Diocese
- Create and lead leadership teams
- Lead change
- Prioritise and keep people focused on core purposes
- Influence and make connections
- Make difficult decisions where necessary
- Create a positive culture of accountability (including through Archdeacon’s Parish Reviews and Ministerial Development Reviews)
- Work strategically beyond the “whirlwind” of daily operations
- See and articulate the big picture
- Inspire and engage hearts and minds

## **And to be:**

- Joyful, trusting that God is sovereign and that the Church is in God’s hands
- Confident in the people and resources God has given us
- Capable, with proper support, of modelling a good and healthy work/life balance
- Passionate for a bigger church to make a bigger difference
- Willing to take risks, try new approaches, break with old paths
- Resilient – able to persist against resistance, able to ‘try, try again’
- Culturally attuned – able to see where we need to make a difference
- Action oriented – able to see how we can make a difference
- Able to play several roles in the early stages of change
- Focused on growing the kingdom of God not preserving the church

## All about St Helens & Warrington Archdeaconry

Named after two proud industrial towns, the archdeaconry also covers some of the rural areas broadly along the M62 corridor. It will also incorporate Widnes a gateway into the Liverpool city region.

St Helens is globally renowned for two key areas, namely the Pilkingtons factory and World of Glass and a fine Rugby League team, "Saints". Historically, the coal and railway engineering industries were vitally important as a source of apprenticeship and employment and are still a significant aspect of life for many.

One of many proud northern industrial towns, St Helens is revitalising itself for the 21st century and the church has a strong and active role to play. Within its ambit is the Haydock Racecourse. Locally the church has a mixed portfolio including St Mark's Haydock, one of the largest evangelical churches in our diocese.

Only half of the town of Warrington is included in our diocese. Like St Helens the town has a strong Rugby League tradition and comes from a proud industrial heritage. A 1960's new town it has a great number of estates that characterise town development at that time. Warrington is reinventing itself as an enterprise town with many modern and technology parks and a large centre for retail.

Widnes is one of our smallest deaneries covering an area at the southern fringes of our diocese. The famous Runcorn/Widnes Bridge provides an iconic backdrop to a town built on the banks of the Mersey and driven by the rise and fall of the chemical industry. A large amount of that industry persists and the town happily reflects its historic role. Alongside these three towns is the rural deanery of Winwick. This predominantly rural area contains the town of Newton-le-Willows and includes two parishes within the highest 10% of deprived parishes in the country. Being a rural area Winwick has many historic churches which pose a significant financial and heritage challenge.

## One of four Archdeaconries

In 2015 we successfully consulted with our diocese on the paper Fit for Mission which envisaged less energy being placed on maintaining structures and a greater emphasis on having Archdeacons engaging with the mission of God in parishes.

This stemmed from a report Bishop Paul presented at his first Diocesan Synod in March 2015. Fit for Mission" was strongly endorsed and included several radical proposals. These ranged from how we might structure our parish life differently, to strengthening the lines of communication between the Bishops and the parishes, and particularly to the area of what he called "relational oversight".

### He said:

*We are not a small diocese. If we are to keep people in touch, accountable and free to engage in mission, then we will have to add some capacity. This is a matter of urgency.*

*The role of Archdeacon has changed hugely over the past few years, with a much greater emphasis on structural and strategic elements (clergy and local missional leader appointments, Archdeacon's Parish Reviews, clergy Ministerial Development Reviews). But we don't want Archdeacon- bureaucrats; we want Archdeacon-missioners and Archdeacon-pastors.*

*This is not for bureaucratic reasons: quite the opposite. I want to be confident that for each Archdeacon there will be time for the relational, advisory and pastoral ministry to sit alongside the structural and strategic. I want to ensure that our archdeacons are able to respond not only as an "emergency service" in a crisis, but also as a resource in the routine life of the parishes, giving quality and quantity time to their people and their congregations. We need a college of Archdeacons with the time and capacity to smooth the way to growth, so that parishes are able to get the things done quickly and easily that they need to get done to be fit for mission.*

*Other Dioceses (for example Southwark and Chelmsford) that have gone this route testify to the increased sense of support and help that parishes feel if their Archdeacon can give them proper time and care.*

**This is all part of the broader purpose of fulfilling God's mission across our region.**

In his first pastoral letter to colleagues in ministry in our diocese, Bishop Paul wrote:

*"The Bishop's Growth Agenda is my agenda now, and I am fully committed to it. I intend to sustain and strengthen the direction of our Diocese as a growing community marked by disciplined prayer, intentional evangelism and a practical commitment to justice. To continue in this direction we need to address the issues and problems we have already identified. We need to renew our financial base, to solve the problems raised by so many of our buildings, and to foster and multiply vocations to ministry, especially among younger people. Each one of us needs, by God's grace and in his strength, to share ideas and wisdom to address these challenges so that together we can resolve them.*

*This is our aim. But if we are to grow the Church and to make a bigger difference in the public square, we have three key areas to address. We have named these as ageing money, retiring clergy and broken buildings. The facts are these:*

*Our committed giving base is older than the population average and is shrinking. Our future decision-making freedom and missional opportunity are potentially compromised as a result.*

*The national supply of stipendiary clergy is falling alarmingly. We will have to work hard and creatively to recruit and equip the good quality clergy that we need.*

*Our buildings (of which we have too many) cost us a fortune to maintain, and even then they are not necessarily in good condition for 21st century ministry.*

*These are realities, and we have agreed to face them head on."*

## Our other archdeaonries

### Liverpool

The Liverpool Archdeaconry comprises five deaneries almost entirely confined with the civic borough of Liverpool. The city is experiencing something of a renaissance, especially since it was European Capital of Culture in 2008, but any trickle down of benefit to the more urban communities north and east of the city is very slow. The economic downturn and government austerity measures implemented since that time have also affected Liverpool more severely than elsewhere in the UK. So the majority of churches within the Archdeaconry face all the challenges of urban communities with high levels of poverty and other indices of deprivation.

However the city centre is a tourism hub, with music, media, arts and technology flourishing. The Waterfront is well known, stretching from the northern docks, soon to be the subject of a £1billion Peel Holdings development, along to the new Cruise-liner Terminal, the Three Graces (the Liver Building etc), Liverpool One, the Albert Dock, the Echo Arena and then down to Liverpool John Lennon Airport. Add new hotels, the theatres, the Philharmonic Hall, the growing universities and a brand new Royal Liverpool Hospital and you see strong evidence of a city brimming with vitality. But Liverpool always was, and still is, a tale of two cities, rich and poor, and not a lot in between.

But faith holds sway. Not only do the two Cathedrals, Anglican and Roman Catholic, dominate the landscape, but the influence of the faith communities remains strong. This is partly through the legacy of previous church leaders working closely together across the denominations, but particularly more recently through positive involvement with the families and agencies coping with the aftermath of the Hillsborough disaster. Also there has been no shortage of excellent clergy keen to serve churches and parishes, across the range of traditions and styles, and with gifts appropriate to the challenges and opportunities of mission. From choral worship in Walton and West Derby to a Sunday service in a shop premises in Speke, and from book clubs in Woolton to food banks, debt advice and community cafés in Clubmoor, Anfield and Everton, and a Chill-out Fresh Expression for street workers in Kensington, there is huge scope for affirmation and encouragement.

But there are also too many small elderly congregations struggling to cope with outsized and expensive buildings. Though still resisted in some quarters the diocesan vision offers the best hope for creative mission development, and with deaneries increasingly considering bolder initiatives to take this forward.

## **Knowsley and Sefton**

This area is a diverse mix of rural and urban, coastal and inland in an area that stretches up the west coast of our diocese. It includes some of Merseyside's wealthiest and most deprived communities

The metropolitan district of Knowsley is predominately urban with a large number of deprived communities. Kirkby was largely formed in the post war period when Liverpool expanded and gave birth to new town areas. Bounded by the M57 the borough has some new and emerging industries as well as being home to a renowned safari park. It includes some fine historic expressions of church – St Mary's Prescott and St Chads for example – and some innovative churches developing fresh expressions alongside their communities. In the south of the borough we have strong industrial and commercial areas including Halewood car plant.

Travelling into Sefton Borough we come to a place known for its international sports connections as host to the Open Golf Championship and the Grand National at Aintree. Towards the coast the archdeaconry area covers the district of Bootle. Very much part of the historic dockland of Liverpool the area suffered following the demise of the port and associated industries as major employers. Bootle has seen many attempts to regenerate itself and the church is at the heart of a very proud, resilient community with some fine examples of social action and enterprise.

Further north we come to Crosby, home of the iconic Anthony Gormley Iron Men statues "In Another Place" and inspiration for many artistic events which the local church has embraced. The ancient church of St. Helen's in Sefton village gives the borough its name. Suburban estates, green spaces and coastal countryside make this area stretching up to Formby a very pleasant place to live and work.

Finally the area covers the popular seaside resort Southport and its surrounding villages. The area has a rich mixture of the transient tourist and visitor, strong established retirement communities and a growing migrant population from Eastern Europe. Indeed it was known as "the church people's holiday centre in the north".

## **Wigan and West Lancashire**

In the northern part of our diocese this area contains the historic market town Ormskirk the new town of Skelmersdale and the industrial town of Wigan. Historically the southern part of the great county of Lancashire this is an area strong in the traditions of church going.

Wigan can be seen as a stereotypical northern town with all that that entails. Documented by George Orwell the town and its surrounding area is built on an industrial past and dominated in certain parts by the Heinz factory. This is an area strong in community and culturally supportive of the church. Confirmations and traditional parade services are well supported. Our diocese is conducting a major Church Commissioner funded project – Transforming Wigan – which, under the leadership of a Project Director, aims to implement new and different models of church to encourage the area to become a mission powerhouse.

Ormskirk is a historic market town now dominated by Edge Hill University. A largely commuter based population resides in a town which has an emerging café culture. The ancient parish church dominates the town with its unique combination of tower and steeple. The town is surrounded by traditional, rural and farming communities with historic churches and heritage buildings. Nearby Burscough contains one of our larger evangelical churches.

Skelmersdale is a 1960's new town overspill from Liverpool and as such has developed the social cohesion challenges that would be expected. The town has a strong and varied church presence including a community church plant.

## Appendix 1 Additional Information

**Status** Ecclesiastical Office Holder under Common Tenure

**Stipend** £36,102

**Pension** Archdeacon level pension through the non-contributory clergy pension scheme

**Accountability** Archdeacons will be accountable to the bishops who will meet with them regularly, both individually and together

**MDR** Archdeacon's MDR is carried out by the Bishop of Liverpool

**Housing** Archdeacons will either be provided with a suitable house, or may purchase their own property and receive a housing allowance

**Office** An office suite is provided in Saint James House (SJH)

**Admin support** Shared secretarial support will be provided within SJH

**Training and Support** A full induction programme will be provided as well as mentoring and support from the National Archdeacons' Forum

**Car** Archdeacons are expected to use their own car and claim expenses

**Expenses** All reasonable expenses are reimbursed by the Liverpool Diocesan Board of Finance

**IT/Phone Provision** as part of the office and will include a desktop or laptop computer and smart phone linked to diocesan systems

All appointments are subject to a satisfactory Enhanced Disclosure from the DBS

## Appendix 2: The archdeaconries... statistics and map

### Liverpool Archdeaconry

Deaneries	5
Parishes	52
Population	460,720
Area	52 sq miles
Pop density	8,862 pop / sq m
Church Buildings	67
Pop per building	6,876
Attendance	3,722
Electoral Roll	5,624

### Knowsley & Sefton Archdeaconry

Deaneries	4
Parishes	54
Population	421,090
Area	141 sq miles
Pop density	2,990 pop / sq m
Church Buildings	62
Pop per building	6,792
Attendance	4,012
Electoral Roll	6,057

### St Helens & Warrington Archdeaconry

Deaneries	4
Parishes	52
Population	387,920
Area	118 sq miles
Pop density	3,290 pop / sq m
Church Buildings	62
Pop per building	6,257
Attendance	3,525
Electoral Roll	5,360

### Wigan & West Lancashire Archdeaconry

Deaneries	2
Parishes	45
Population	291,430
Area	128 sq miles
Pop density	2,284 pop / sq m
Church Buildings	55
Pop per building	5,299
Attendance	3,758
Electoral Roll	5,448

