



Archdeacon of Lindisfarne Diocese of Newcastle



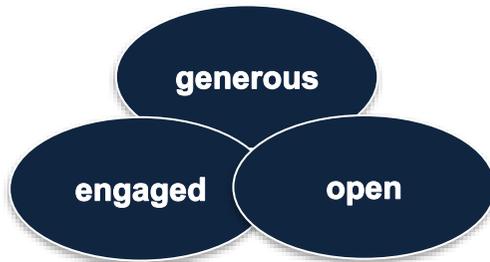

**growing
church
bringing
hope**



Welcome to the Diocese of Newcastle

The Diocese of Newcastle is the 'land of the northern saints', as it was from the Holy Island of Lindisfarne that St Aidan, St Cuthbert and St Hilda among many others helped to introduce the early missional Christian communities in this part of England. We follow in the footsteps of these great Christian pilgrims whose passion for God led them to share the 'Good News' of Jesus across this land.

Under the leadership of the twelfth Bishop of Newcastle, the Rt Revd Christine Hardman, the Archdeacon of Lindisfarne will play a key part in our diocesan strategy for **growing church bringing hope**, helping her to lead and resource the church to be a transforming Christian presence across the communities we serve.



These simple yet profound values for the Diocese of Newcastle have become not only a way of expressing the aspirations of the Diocese but a prism through which we view our mission. They inform and inspire the way we work and help us model our behaviour. We look for an Archdeacon of Lindisfarne who will embody these values.

Framed by the Rivers Tyne and Tweed the Diocese of Newcastle is the Church of England's most northerly diocese. Formed in 1882 the Diocese covered an area almost equivalent to the then County of Northumberland. With 172 parishes across 2,110 square miles the Diocese now covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The 12 deaneries within 2 archdeaconries serve a population of some 800,000 people across a variety of communities ranging from sparse rural to large inner-city areas of deprivation.

A cohort of 159 licensed clergy serving across parishes and chaplaincies under the episcopal leadership of the diocesan bishop and the suffragan Bishop of Berwick are supported by a team of lay and ordained supporting ministers, local ministry development groups and 113 readers. A small administration team is based at Church House, North Shields which also houses the Joint Education Team, (a joint initiative with the Diocese of Durham), the Lindisfarne College of Theology, and a Religious Resources Centre.



The Archdeacon of Lindisfarne



The Archdeaconry of Lindisfarne stretches Northwards beyond the River Tweed to the Scottish border and South West out to the Benefice of Alston Moor, parts of which are in Cumbria. In the South the Archdeaconry takes in a small number of parishes in County Durham. The Archdeaconry encompasses the whole of Northumberland but for Blyth Valley in the South East and the area around Ponteland.

Communities in the Archdeaconry are diverse, with discrete needs and distinctive characters. They include

former industrial and mining settlements, and more recently those linked to forestry, the military, and the water industries. They also include estate villages related to land owning patterns, commuter estates, and small towns sometimes styled as market or county towns. All these are complemented by a coastal way of life that draws many tourists, visitors and pilgrims who are attracted by the region's spirituality and heritage offer.

The Archdeaconry comprises the seven Deaneries of Norham, Bamburgh & Glendale, Alnwick, Morpeth, Bellingham, Hexham, and Corbridge. There are:

- 147 churches, 99 parishes, 59 benefices; and
- 44 stipendiary clergy, 12 self-supporting ministers, 6 house for duty clergy, and 53 Readers.



The Archdeacon of Lindisfarne

Overview

The role of an Archdeacon is complex, demanding, and rewarding. The rapidly changing nature of society and the Church's place within it, along with the financial and resourcing issues facing the Diocese and the Church of England in general, is prompting new and different approaches to mission and ministry, which are challenging long-established practices. The role of Archdeacon of Lindisfarne is an exciting opportunity to engage with these issues, and to play a full part in the Bishop's Staff team helping churches and the Diocese to navigate this changing ecclesial and social landscape.

In 2017, Bishop Christine launched 'growing church bringing hope' as a five-year vision to meet this challenge. This has brought fruit in a number of areas, and the next two years are critical as the Diocese faces some very difficult decisions about how ministry is resourced in a sustainable way for the development of the church and its mission in this season of its life.



To aid the Diocese in this, the National Church has granted funding to develop a transformation plan which will help us properly analyse the current provision of ministry, lay and ordained, and identify a pathway to a future ministry model which will address issues of deployment and finances. The first phase of this work will be completed later this year, and will form the basis of a bid for further funding which will enable these plans to be enacted.

Our focus has been further sharpened by the ongoing impact of Covid-19 on our communities and the response of our churches, which is identifying new opportunities and providing much on which to build. The Archdeacon of Lindisfarne will be someone who can think strategically and imaginatively, and be able to make coherent links between structures and projects. She/he should also have a strong pastoral approach to journeying in a shared discipleship with the whole people of God, lay and ordained, through the cultural changes ahead of us for the mission and ministry of the church. The Bishop of Newcastle is seeking to appoint someone who will work collaboratively with other leaders within the Diocese, and who has a clear sense of the diaconal calling to be an Archdeacon with the day to day statutory responsibilities of this role.

Scope of the Role

The Archdeacon of Lindisfarne will:

- Share with the Bishop and other members of her staff in the leadership of the Diocese, especially through membership of the:
 - Bishop's Staff Team;
 - Diocesan Board of Finance; and
 - Bishop's Council and Diocesan Synod.
- Support and resource the Bishop and Suffragan Bishop in the exercise of episcopal leadership in the Archdeaconry.
- Share in the episcopal oversight of clergy and their wellbeing on behalf of the Bishop
- Fulfil the legal responsibilities of an archdeacon (described in **Appendix 1**)
- Work closely with the Diocesan Safeguarding Adviser and parishes in actively promoting a safer church for everyone
- Develop a strong collaborative and mutually supportive relationship with the Archdeacon of Northumberland
- Share with the Archdeacon of Northumberland in promoting the mission and ministry priorities of the Bishop and the Diocesan vision to the Diocesan structures, especially through senior ex-officio membership of the:
 - Diocesan Mission and Pastoral Committee;
 - Parsonages Board; and
 - Diocesan Advisory Committee.
- Admit and train churchwardens, and work closely with them in the exercise of their legal and other responsibilities
- Resource and work with Area Deans, Deanery Lay Chairs, and PCCs, supporting and encouraging them in their duties
- Develop a strong collaborative partnership with the Residentiary Canon Director of Mission and Ministry in supporting deaneries in their mission and ministry, and in their development and re-shaping, especially through:
 - Deanery Development Groups;
 - Deanery Synods; and
 - Clergy Chapters

Leadership responsibilities for the delivery of the diocesan vision and transformation plan

Building relationships of trust across the Diocese, the Archdeacon of Lindisfarne will be fully supportive and engaged with:

- the Diocesan Vision 'growing church bringing hope' and taking it forward in all areas of work. S/he will work closely with the Bishop's Staff team in the leadership of the whole vision (an overview of which can be found [using this link](#)) and will hold specific responsibility for the Rural Strand.
- the Diocesan transformation plan, and its implementation within the Archdeaconry of Lindisfarne. S/he will work closely with the Bishop's Staff Team in the leadership of the whole project.

The Rural Strand of the Diocesan Vision.

Much of the Archdeaconry of Lindisfarne serves rural communities which are facing many changes and challenges, and the Church, present in so many of our small and remote rural villages and hamlets, where other services and facilities have vanished, is well-placed to play its part in supporting and strengthening rural community life.

The Rural Strand of the Diocesan vision, together with the transformation planning initiative, aims to reimagine the rural church so that its mission and ministry to local communities might grow and flourish. This is being achieved by developing deeper collaborative relationships between lay and ordained across traditional boundaries, and by developing new pastoral structures that support the new church as it grows. More detail about the Rural Strand can be found [using this link](#). As Chair of the Rural Strand's Guiding Coalition, the Archdeacon of Lindisfarne will:

- Be accountable within the Bishop's staff team for the strand's development and delivery.
- Oversee the Coalition in its work to:
 - Develop new and emerging leadership models for the rural context
 - Reimagine church structures so that they are more appropriate to the context in which rural churches are now operating
 - Identify and share good practice within the diocese and nationally

- Work with the Canon Director of Mission and Ministry, Rural Advisers, Area Deans, and Deanery Development Groups, to inform the work of the guiding coalition, and to embed the Rural Strand into parish and deanery plans, with local ownership and responsibility.
- Build relationships with statutory and non-statutory organisations such as the National Parks, HLF, County Councils, and others as appropriate to support the work of parishes and deaneries.
- Understand and communicate the relationship between rural and urban communities and their interdependence as part of one diocese.



Other Responsibilities

- The Archdeacon of Lindisfarne has, most recently, been a co-opted trustee for the Lord Crewe's Charity, and it is hoped that this will continue for the next Archdeacon of Lindisfarne.
- There are a number of other charitable trusts and organisations of which the Archdeacon of Lindisfarne has been involved. The person next appointed to this role will assess which of these he/she will continue to be involved in, and identify others to take on the remaining positions, as appropriate.
- The Archdeacon of Lindisfarne will supervise the two Rural Affairs Advisers
- The Archdeacon of Lindisfarne will hold some responsibility for work across the two archdeaconries, and this will be identified when in post to suit the gifts and skills of the person appointed.



**Archdeacon of Lindisfarne
Personal Qualities**

Qualification	<ul style="list-style-type: none"> • is a Priest in the Church of England for a minimum of six years (Canon C22:1)
Spiritual life	<ul style="list-style-type: none"> • is a joyful disciple of Christ with a passion to inspire others to grow in personal holiness • values the breadth of spirituality within the Church of England
Theology	<ul style="list-style-type: none"> • can communicate and preach with both depth and breadth of theological understanding
Leadership and working with others	<ul style="list-style-type: none"> • has a vocational calling to the role of Archdeacon • Experience of working with people across different church traditions, and demonstrates a commitment to the Five Guiding Principles and able to live them and implement them with sensitivity and confidence • is able to establish good working relationships based on trust, which can appropriately challenge as well as affirm • has the emotional intelligence to journey with others through change and difficult situations, and have experience of facilitating conflict resolution • is a collaborative team player, valuing the empowering of others, and is able to appropriately delegate responsibility to lay and ordained colleagues
Safeguarding	<ul style="list-style-type: none"> • is up to date with current policies and procedures in relation to the safeguarding of children and adults at risk of harm, and committed to their implementation
Engagement in community life and public issues	<ul style="list-style-type: none"> • has experience of developing and maintaining relationships with secular partnerships, and civic and secular leaders • is able to see the potential in church buildings for mission and service of the wider community • is able to understand and work across very diverse contexts
Engagement with the Diocesan vision and Transformation plans	<ul style="list-style-type: none"> • is a wholehearted advocate for the Diocesan vision and strategy, and a tenacious supporter of parish mission and ministry • is able to see the bigger picture of the needs and gifts of churches and wider communities • can encourage local ownership, and is able to take people on the journey of change

Archdeacon of Lindisfarne Personal Qualities

Legal and Governance	<p><i>Essential</i></p> <ul style="list-style-type: none"> • is capable of enacting the full statutory responsibilities of an Archdeacon as described in Appendix 1 • is accurate with attention to detail, and has the capability to engage with legal processes • is able to build effective and positive relationships with the Chancellor and Registrar especially when acting as an officer of the court • can understand, and meet, the requirements of a Charity Trustee <p><i>Desirable</i></p> <ul style="list-style-type: none"> • has an up to date understanding of the law and procedures relating to faculties, pastoral re- organisation and Clergy Discipline Measure
Finance	<ul style="list-style-type: none"> • is able to help parishes and deaneries understand ‘Parish Share’, stewardship, and financial responsibilities as part of discipleship and mission • is committed to communicating ‘generous giving’ as part of discipleship and ministry • has sufficient financial literacy to be able to understand and engage in discussions with the Diocesan Board of Finance, parishes and deaneries
Management of resources and structure	<ul style="list-style-type: none"> • has a demonstrable record of implementation as well as strategic planning • has an ability to identify and promote the best use of resources • can effectively manage their own budget and the shared used of administrative support • is an effective administrator and IT literate
Personal	<ul style="list-style-type: none"> • is a first-rate communicator able to maximise the effective use of all media platforms • can demonstrate the ability to balance the demands of public life and family/personal life • holds a full UK driving licence

Resourcing our Archdeacons

Accountability	<ul style="list-style-type: none"> The Archdeacon of Lindisfarne is accountable to the Bishop of Newcastle
MDR	<ul style="list-style-type: none"> To be carried out by the Bishop of Newcastle
Stipend	<ul style="list-style-type: none"> Paid by the Board of Finance in accordance with Central Stipend Authority guidelines. Current rate is £35,400pa (<i>due to COVID-19, stipends are currently frozen at 2019/20 levels</i>)
Pension	<ul style="list-style-type: none"> Archdeacon level pension through the non-contributory clergy pension scheme
Housing	<ul style="list-style-type: none"> Housing is provided and our Houses and Glebe Committee is taking the opportunity of the vacancy to assess and review the housing provided for this post.
Administrative Support	<ul style="list-style-type: none"> The two Archdeacons share a full-time secretary, Katherine Govier, who is employed by the Board of Finance. Katherine works from an office at Church House, where other administrative support is provided as and when needed.
Office	<ul style="list-style-type: none"> There is office space for the Archdeacons at Church House, where Katherine Govier, the Archdeacons' Administrative Assistant, is based. Electronic records are held on the Church House server and the Archdeacon's house has a permanent link into the server.
IT resource	<ul style="list-style-type: none"> The Archdeacon will have the use of an iMac and Macbook which are provided by and owned by the Board of Finance. The Board also provides a mobile telephone, a landline and Internet connections. The Board resources the IT for the Secretary.
Expenses	<ul style="list-style-type: none"> Expenses are reimbursed monthly on receipt of an expenses claim and in accordance with the Board's Expenses Policy. Expenses are usually authorised by the Diocesan Secretary.
Car	<ul style="list-style-type: none"> A car is not provided. Mileage is reimbursed via the monthly expenses claim.

LEGAL RESPONSIBILITIES OF AN ARCHDEACON

The office of archdeacon has its origins in the early history of the Church. An archdeaconry is a legal division of a diocese for administrative purposes within which the archdeacon exercises an ordinary jurisdiction. The essential nature of the role has been described as 'being a good steward so that others are freed to be the worshipping, witnessing and ministering Church'. The legal responsibilities of an archdeacon are summarised below.

Diocesan governance

1. The archdeacon is a member, ex officio, of
 - the Diocesan Synod (Church Representation Rules 2011, Rule 30(4));
 - the Diocesan Advisory Committee (DAC) (Care of Churches and Ecclesiastical Jurisdiction Measure 1991, Schedule 1);
 - the Diocesan Parsonages Board (Repair of Benefice Buildings Measure 1972, s.1(4));
 - and the Diocesan Mission and Pastoral Committee (Mission and Pastoral Measure 2011, Schedule 1). Parochial governance
2. An archdeacon has a duty to hold visitations in his or her archdeaconry as provided in Canon C 22, paragraph 5.
3. On receiving a valid request to convene an extraordinary meeting of a PCC, the archdeacon must do so if he or she deems there is sufficient cause. The archdeacon must also chair the meeting or appoint a deputy to do so (Church Representation Rules 2011, Rule 23(1)).
4. At the direction of the bishop, the archdeacon inducts a priest who has been instituted to a benefice into the possession of its temporalities (Canon C22, paragraph 5). Although the archdeacon has no statutory role under the Patronage (Benefices) Measure 1986, in practice he or she is usually actively involved in guiding parishes through the appointments procedure.

Buildings and property

5. In his or her own archdeaconry, the archdeacon is a key player in the operation of the faculty jurisdiction under the Care of Churches and Ecclesiastical Jurisdiction Measure 1991 and the Faculty Jurisdiction Rules 2013. He or she is ex officio a member of the DAC and has statutory powers:

- to grant faculties without reference to the Chancellor in certain types of case listed in Part 7 and Schedule 2 of the Faculty Jurisdiction Rules 2013;
- to grant a licence for temporary minor re-ordering on an experimental basis for a non-renewable period of 15 months, after which the experiment must be ended – in which case the archdeacon has a duty to ensure that the previous position is restored -or a faculty obtained for permanent changes; and to order the removal to a place of safety of an item of architectural, artistic, historic or archaeological value which appears to be at risk. The archdeacon may initiate or intervene in faculty proceedings and may be asked by the Chancellor to seek local resolution of a

particular case. The archdeacon is normally present at any Consistory Court hearing in his or her archdeaconry.

6. Canon C22, paragraph 5, requires the archdeacon to survey, in person or by deputy, all churches and churchyards and give direction for the amendment of all defects in the fabric, ornaments and furniture. He or she also has power under the Inspection of Churches Measure 1955, s.2 to enforce the requirement for a quinquennial inspection of a church by a qualified person.

Pastoral reorganisation

7. The archdeacon is an 'interested party' under s6 of the Mission and Pastoral Measure 2011 in relation to pastoral proposals affecting any benefice or parish in his or her archdeaconry. In practice, the archdeacon is usually actively involved in identifying the need for pastoral reorganisation and initiating discussions with other interested parties.

Clergy: pastoral care and discipline

8. Canon C22, paragraph 4 provides that an archdeacon 'shall within his archdeaconry carry out his duties under the bishop and shall assist the bishop in his pastoral care and office, and particularly he shall see that all such as hold any ecclesiastical office within the same perform their duties with diligence, and shall bring to the bishop's attention what calls for correction or merits praise.'

9. Canon C7 provides for the archdeacon to assist the bishop in the examination of candidates for ordination.

10. Under Part 1 of the Incumbents (Vacation of Benefices) Measure 1977, a request for an enquiry on the grounds of serious pastoral breakdown must in the first instance be referred by the bishop to the archdeacon, who is required to report to the bishop whether such an enquiry should, in his or her opinion, be instituted.

11. The archdeacon has no statutory role in proceedings under the Clergy Discipline Measure 2003, but the Code of Practice (paragraphs 10-12) describes circumstances in which it may be appropriate for the archdeacon to act as the complainant, or (paragraph 100) to provide pastoral support.

12. The archdeacon will normally be the person appointed by the bishop to oversee an enquiry into the capability of an office holder under Common Tenure (paragraph 4.1 of the Code of Practice issued under Regulation 31(3) of the Ecclesiastical Offices (Terms of Service) Regulations 2009).

13. The archdeacon is also usually responsible for overseeing the formal stages of the grievance procedure established under Regulation 32 of the Ecclesiastical Offices (Terms of Service) Regulations 2009