

**ARCHBISHOPS' COUNCIL
AND GENERAL SYNOD
OF THE CHURCH OF ENGLAND**

Appointment of members to the Archbishops' Council

This paper describes the recruitment process for the appointment of two new AC members to hold office for an initial period of five years from 1st January 2003 and recommends to the General Synod two candidates for approval.

The paper also describes the Council's proposal to appoint to a current vacancy a Divisional chair as put forward in GS 1453 and recommends to the General Synod an appointment from 1st January 2003 running for a period of three years.

1. Background

In November 2001, Synod approved the appointment of Elizabeth Paver and Stephen Bampfylde for a further term of one year; David Lammy and Jayne Ozanne for a further three years and Michael Chamberlain and Peter Toyne for a further five years all from 1st January 2002.

Elizabeth Paver and Stephen Bampfylde are therefore due to step down on 31st December 2002 and, as members will be aware, David Lammy resigned his seat on his appointment as a Minister of Education (later Health). It was therefore necessary

for proposals to be made to fill three appointed places on the Council.

2. Recruitment process for two vacancies

Members may remember that in GS 1432 (October 2001), a small advisory group was set up comprising four elected members of the Council and two elected members of the Appointments Committee to assist the Archbishops with their proposals for new appointments.

In April 2002 the Archbishops' Council approved the process for appointment to the two seats that will be vacated by Elizabeth Paver and Stephen Bampfylde and suggested that the same group should advise the Archbishops.

On 8 July this Appointments Group chaired by the Archbishop of York and comprising Mr Anthony Archer, Canon Dr Christina Baxter, Mr Brian McHenry, Canon Glyn Webster and Mrs Shirley-Anne Williams (apologies were given by Canon Bob Baker) met in York to discuss the process for appointing to the vacant seats on the Council.

On 18th, 19th and 22nd July the vacancies were advertised in the *Church Times*, the *Church of England Newspaper*, *The Voice* and on Premier Radio with a closing date of 30th August. A copy of the advertisement and a covering note were emailed to all Diocesan Bishops inviting them to nominate suitable people. The advertisement was also emailed to Diocesan Secretaries asking them to pass it to DBF Chairs.

Longlisted candidates from the 1998 appointments process were reviewed and seven of them were asked if they wished to reapply.

3. Applicants

110 people asked for information packs (which comprised ‘Challenge and Response’ – the Council’s 2001 accounts – Colin Podmore’s *Brief History of Synodical Government*, the Council’s Themes and Fundamentals, a role brief and person specification which gave details of the criteria that would be used to aid selection, an application form and an equal opportunities monitoring form).

42 firm applications were received, out of which 37 returned equal opportunities monitoring forms. These showed the following:

- 19 men and 18 women
- 1 of the men was of Indian origin and 1 of black African origin
- 2 of the women were of Singaporean/Indian origin and 2 were of UK black origin
- Of the men, 13 were aged between 16 and 35. 3 women were aged between 16 and 35.

4. Longlist

The longlisting group (Dr Baxter, Canon Webster and Mr Archer, assisted by Mrs Morgan) chose 12 people for the shortlisting panel to consider. These people were selected because they showed in their applications that they had some or all of the qualifications, experience and skills that were sought e.g. related to mission, education, youth work, communications, financial management and setting strategy.

5. Shortlist

Five people were shortlisted by the whole group and interviewed on 7th October by the Archbishop of York assisted by the Bishop of Guildford and Mrs Morgan. The two candidates whom the Archbishops wish to recommend having consulted the Archbishops' Council and the Appointments Committee are:

Mrs Katherine McPherson

Katherine, who is in her mid-thirties, was born and raised in Singapore where she lived until 1992 when she moved to the UK. She is Operations Director for the YMCA in South London but is due to take up a new post with a large legal firm as their European Head of Business Development, Marketing and Strategy. She previously worked for Ernst & Young for 15 years as a management consultant, and latterly, as a consultant to the BBC. She has worked in Asia, Western Europe and North America. She graduated in Singapore with a BA in English and Philosophy and took an MBA at the University of Kent in the early 1990s.

Katherine lives in London with her young family. She found her way to the Church of England through her Roman Catholic mother and her father who worshipped in the Methodist Church in Singapore. She attended a Methodist Girls' School in Singapore for ten years where her own faith in God developed. She attends St John the Evangelist, Blackheath. She has been a Home Group leader, a member of the Parish Church Council and is currently a member of the Pastoral Team.

She has explored overseas mission in the past but feels a strong sense of calling to serve in Britain. As a mother she is particularly interested in issues related to keeping young people

in church and preparing them for lives that are useful to the community in which they live. She is also working on a programme for older shut-in people in her parish, responding to the needs of the growing, ageing population who are not well catered for.

Katherine's work experience includes developing business regeneration strategies, managing internal change programmes, preparing business plans and budgets, considering option appraising opportunities for the housing and care of unaccompanied asylum-seeking children and working with victims of torture.

Mrs Anne Sloman

Anne has been the BBC's Chief Political Adviser since 1996. Prior to that she was Deputy Head of Weekly and Special Programmes and has been Editor of Special Current Affairs and the Assistant Editor of the Today Programme. In her current role she is responsible for devising and implementing the BBC's strategy for coverage of politics, parliament, elections and referenda on television, radio and online.

Anne read PPE at Oxford, and then spent a year at Nuffield as co-author of *British Political Facts*. Anne is a frequent guest speaker at home and abroad on issues relating to editorial integrity, journalistic independence and political journalism. She has lectured in the USA at Berkeley, the University of Southern Illinois and the University of North Dakota. She was a member of the Council of the Royal Institute of International Affairs (Chatham House) from 1992 to 2002.

She lives with her husband in London and in Sharrington, Norfolk. They have two grown up sons. She is a life-long Christian and plays an active role in the local parish church. She is particularly interested in the Church in rural

communities and in education (as a past chair of the governors of a primary school in Islington). She is currently engaged in helping to find new ways of drawing wider groups into church.

6. Appointment of a Divisional Chair

The Guildford Review recommendations included a proposal, *inter alia*, that the divisional Group Chairs (Divisional Chairs) in the longer term be members of the Archbishops' Council providing this could be arranged within the Council's existing constitution. Synod accepted this proposal in July 2002. The full text of the relevant paragraph contained in GS 1453 is:

“The Council has considered how best to implement the Guildford Review recommendation that the divisional Group Chairs should have an ‘open right of attendance’ at meetings of the Archbishops' Council in order to build stronger relationships between the Council and the main policy areas covered by the Review. The Archbishops' Council would prefer that over time all three Chairs [Mission and Public Affairs, Education and Cathedral and Church Buildings] should be members of the Council itself (in common with other Divisional Chairs) providing this can be handled in a way which is within the Council's existing constitution (i.e. rather than increasing the size of the Council itself). The Council's provisional plan is to use one of the forthcoming vacancies in the appointed places for a Divisional Chair; and to accommodate the other two Divisions in the first case by inviting an existing member of the Council to chair the CMPA [MPA] division (with two Episcopal Vice Chairs); and in the second case by allowing the Chair of the Cathedral and Church Buildings division an open right of attendance (to be exercised at his discretion).”

Members will know that Dr Philip Giddings was appointed as Divisional Chair of MPA. This leaves the Chair of the Education Division to be accommodated through one of the vacancies in the appointed places. Following consultation with the Appointments Committee, the Archbishops have appointed the Bishop of Portsmouth as Chairman of the Board of Education and, following consultation with the Archbishops Council, they have agreed to appoint him to one of the vacancies in the appointed places on the Council. Although the Bishop of Portsmouth does not take up this appointment until 1 April 2003, the Archbishops propose that his appointment to the Archbishops' Council should commence on 1 January 2003 in order to ensure that it continues on the same twelve-month cycle as the other appointed places.

In GS1432, the Archbishops gave an undertaking that, under normal circumstances, no new appointment to the Council would be made for less than three years. It is proposed that this appointment should be made for a term of three years to run until 31 December 2005.

7. Recommendations

(A) The Archbishops wish to recommend the Bishop of Portsmouth for appointment to the Council for a period of three years from 1st January 2003.

(B) The Archbishops wish to recommend **Mrs Katherine McPherson** and **Mrs Anne Sloman** for appointment to the Council for an initial period of five years from 1st January 2003.

Synod is asked to note the background to these appointments to the Council and give its approval.