

GENERAL SYNOD

Appointed members of the Archbishops' Council

1. This paper outlines plans to fill the vacancies on Archbishops' Council (AC) created by the retirement of Ros Murphy and Rebecca Salter as members of the Council.
2. We have, with the members of the Archbishops' Council, undertaken a process of discernment to determine how and when to fill the vacancy. This paper sets out the process we have followed to identify candidates for appointment to the Council and gives details of the candidates we wish to appoint.

The Process

3. The post was advertised for six weeks in total during October 2018 and November 2018. The job was advertised both on Pathways and using an external recruitment agency, Gatenby Sanderson. In addition, it was circulated to all Diocesan Secretaries, Archdeacons and the Learning Community.
4. Nineteen applications were received by the revised closing date. These had broad representation in terms of gender, race, background, geography, lay and ordained candidates. We invited a panel to shortlist candidates. The members of the panel were the Revd Canon Simon Butler (*ex officio* member of the Archbishops' Council), Canon Margaret Swinson (Chair of the Appointments Committee), Revd Malcolm MacNaughton (Chief of Staff, Bishopthorpe) and William Nye (Secretary General). Leann Dawson, the NCIs' Head of HR acted as advisor. The panel shortlisted candidates against the following criteria:
 - Evidence of a confident Christian with a lively faith, a passion for mission and evangelism and an ability
 - Commitment to the mission of the Church of England and to its spiritual and numerical growth.
 - Experience of effective decision-making which respects and affirms those who disagree and who is able to change their mind in the light of others' insights.
 - A listening Christian leader who can build consensus and gain respect.
 - Evidence of an ability to contribute to the strategic life of the Archbishops' Council and experience of governance structures
 - Evidence of being persuasive communicator who can articulate the importance of one area of work within a wider strategic vision and who demonstrates honesty and integrity
5. Six candidates were shortlisted for interview against the above criteria. The interviewees comprised two women and four men. Two of them were clergy, there were three BAME, and three under 30.
6. Two of these candidates were selected for interview by us. We have agreed to appoint both Charlotte Cook and Joseph Diwakar to the Council for a five-year term.
7. Brief biographies of the candidate are below

Charlotte Cook

8. Charlotte is currently an Assistant Curate in the Benefice of Walton and Trimley, near Felixstowe in Suffolk.
9. Charlotte is in the process of completing her curacy, and as a result has recent and current experience of training and selection. She believes it is important to encourage the ministry of all the people of God, and is excited by material such as “Setting God's People Free”, and believes that it is important in encouraging the national discussion about how we all serve God where we are.
10. Charlotte has considerable governance experience, and she has served on a range of church committees; she was an observer of General Synod from 2008-2014, a member of the Church of England Youth Council (CEYC) from 2006-2014, a member of the Going for Growth task group from 2013-2014, Chair of the student forum for the Cambridge Theological federation from 2010-2011, and has served on PCCs, deanery and diocesan synods. She is also currently a member of the St Edmundsbury & Ipswich Bishops Council. She believes that it is important for all the structures of the Church of England to work collaboratively in order to benefit the whole church.

Joseph Diwakar

11. Joseph Diwakar is a lay pioneer missionary in Northwest London, working on a new housing estate in an urban redevelopment area. He is currently Capital Vision 2020 Programme Manager and Communications Officer at the London Diocesan Fund. Joseph worked on strategy for the Diocese of London, where he helped to manage the Diocese's Capital Vision priorities, including resourcing lay witness and encouraging vocations among black, Asian and minority ethnic candidates.
12. In addition to his pioneer work, he is currently completing a PhD project on mission and social class in England.
13. Joseph is passionate about the ability of the gospel of Jesus Christ to change lives and seeing the Church of England thrive and grow.

Recommendation

14. The Synod is invited to approve the appointment of Charlotte Cook and Joseph Diwakar to the Archbishops' Council for a five-year term ending February 2024.

✠ Justin Cantuar:

✠ Sentamu Eboracensis

January 2019