

THE ARCHDEACONS' FORUM

for the Church of England and the Church in Wales

Archdeacons' News

Bulletin no. 39

December 2018

from Norman Boakes
Archdeacons' National Development Officer

Advent speaks to us of judgment, which tends not to be a popular topic even in churches. This is understandable, because all too often we see examples of people judging other people in a way which appals us. But we cannot avoid the message of judgment, either in the lectionary readings in November, or in Advent. We are reminded that we do need to be able to account for our actions, the way we live and what we do. The problem is that it is too easy to judge others; the real heart of Advent is opening up our own lives to the searching inspection of God's love.

The recent endless arguments on Brexit have seen all too many politicians, political commentators and ordinary people simply having a go at those who disagree with them, in a way which shows an unwillingness to listen and a deliberate vilifying of those of different views. We have lost a deep concern for the truth, a sense of generosity to others, especially those we disagree with, and any sense that we are all God's children, loved by God and precious to God.

None of us knows what will happen in the next few weeks. I suspect we are in for some surprises yet. But if we continue as we are, the quality of all our lives will be diminished. It might benefit all of us to place ourselves under God's judgment, trusting in God's love for us, and opening ourselves up to God's ways of truth, generosity and love. That would be a good way to mark Advent, and a true preparation for the celebrations of the birth of Jesus.

With all good wishes and prayers,

Norman

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A reminder – in this newsletter, if something has a purple heading and a black text, it is new material; if it has a black heading and grey text, it has been here before.

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Archdeacons' Training

Why do appointments go wrong? Going beneath the processes

Thursday 4th April 2019 at Church House, Westminster SW1P 3AZ

The aim of this day is not simply to remind ourselves of good practice in making appointments, but to go underneath the processes and explore why our processes do not always produce the results we hope for. What might be going on in these cases, and how might we handle things better?

The day will be led by Leann Dawson, Senior HR Manager and Helen Averill, Clergy Transitions Service Manager at the NCIs. The cost will be £25 per person, and booking forms are obtainable from Liz Brereton liz.brereton@churchofengland.org

National Archdeacons' Conference – Dealers in Hope

28th -30th January 2019 at the Hayes Conference Centre, Swanwick.

This conference is now fully booked, and programme details will be sent out in the second week of January. If you are expecting to come and have not received a programme by Monday 14th January, please let Liz Brereton know. liz.brereton@churchofengland.org

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Cell Groups

There are a number of archdeacons' cell groups around the country, which meet at intervals of between six months and yearly. These operate broadly on the lines of action learning sets. Periodically, vacancies occur in cell groups, and from time to time new ones are established. If you are interested in being a member of a cell group, please let Norman know. norman.boakes@churchofengland.org

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Church Buildings – useful matters from recent CBC mailings

Bats in churches project secures HLF grant

The Bats in Churches partnership project has been successful in its application to Heritage Lottery Fund (HLF) for a grant of £3.8 million. Securing this funding means that we can now deliver the Bats in Churches project over the next five years, bringing together wildlife, heritage conservation and church communities to save bats and protect churches so that future generations can enjoy and benefit from both. For the full news release [click here](#).

Other HLF application experiences

Following the recent announcements of HLF grants, it would be useful to hear if you have any news to share about the experience of places of worship applying to the HLF post-GPOW. There have been some welcome announcements of significant grants for churches. What are the experiences in your diocese?

Stir to action – the new economy, communities and churches

Churches looking to be part of transforming their local economy can find a range of support and ideas in the [stir to action toolkit](#). This is not a replacement to the [Crossing the Threshold](#) toolkit but provides additional resources looking to use ways of working around, for example, cooperatives, or providing a

community space. We have updated the [Community shops and enterprises](#) page on churchcare with new information on this subject.

[The Big update – 12 December 2018](#)

The annual [Historic Religious Buildings Alliance Big Update](#) will be in London on 12 December. This annual meeting is always helpful to keep abreast of changes, meet colleagues and reflect on practice. Church Buildings Council member Matthew Saunders will be the keynote speaker – he will provide plenty of food for thought after a forty year career in conservation.

Progress with rules revision and other matters

Thank you again to everyone who responded to the consultation on the faculty rules, and also to those who wrote to the revision committee with comments on the Miscellaneous Provisions (No. 2) Measure. The Rules Committee to consider the faculty rules has now started its meetings, with a view to taking revised rules to the Synod in July 2019.

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Comings and Goings

Canon Jonathan Gough, currently an Assistant Chaplain General with the British Army, is to be the next Archdeacon of Richmond and Craven, following the appointment of Bev Mason as Bishop of Warrington. He is due to take up his new post in the spring.

The next archdeacon of Gloucester is to be the Revd Hilary Dawson, currently Rector of Colyton, Musbury, Southleigh and Branscombe in the Diocese of Exeter. She is due to be collated and installed on 27th January 2019.

The Revd Christopher Bryan as the new Archdeacon of Malmesbury. Christopher, who is currently Rector of Gauzebrook and Area Dean for North Wiltshire, will take up the post in the spring. The Ven Graham Archer will continue as acting Archdeacon until Easter.

The Venerable Paul Hughes, Archdeacon of Bedford since 2003, is retiring on the 31st December 2018. His successor is to be Canon Dave Middlebrook, Vicar of St Luke's. Watford. It is expected that he will take up the post before Easter.

It has been announced that the Ven Ian Chandler, Archdeacon of Plymouth, is leaving his post at the end of this year. Ian has not been well for over a year, and we send our very best wishes and prayers for the next stage.

Please pray for:

- those recently appointed as Archdeacons as they say good bye to their current location and prepare for their new role: Jonathan Gough, Hilary Dawson, Dave Middlebrook and Christopher Bryan.
- those moving onto new opportunities for ministry, including in retirement, and especially for Paul Hughes and Ian Chandler.

Please pray also for those responsible for filling the vacancies of Barking, Chichester, Colchester, Cornwall, Germany and Northern Europe and the East, Ipswich, Isle of Wight, Northumberland and Plymouth.

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Courses and events

The following may be of interest:



Bookings for all ELS events may be made at:
<https://ecclawsoc.org.uk/events/>

London Lectures 2019 are held at Winckworth Sherwood, Montague Close, London SE1 9BB (by Southwark Cathedral), starting at 5.30pm; refreshments available from 5pm. These lectures are free of charge and open to members and non-members, but spaces are limited so prior booking is essential.

2019 dates and topics not yet available

Northern Province Lectures 2019 are held at the offices of the Diocese of Leeds, 17-19 York Place, Leeds, LS1 2EX, starting at 5.30pm. These lectures are free of charge and open to members and non-members, but spaces are limited so prior booking is essential.

- Wednesday 6 February 2019 - Bishop Colin Buchanan on *The transferable vote: a hundred years of Anglican experience*
- Thursday 16 May 2019 – Caroline Mockford, Registrar of the Diocese and of the Province of York, on *Closed Churchyards*.
- Tuesday 16 July 2019 – Bishop Nick Baines on *The Function of Ecclesiastical Law in Effective Parochial Ministry*.
- Wednesday 6 November 2019: Northern Province lecture – Charles George QC, Auditor of the Chancery Court of York, on *Do we still need the Faculty System?*

ELS Residential Conference 2019 – to be held at Cumberland Lodge, Windsor 5-7 April 2019 – Church and State in the Twenty first Century: re-imagining Establishment for the post Elizabethan age.

Foremost in Representing the Laity: The Training of Churchwardens in today's Church
14th March 2019: Manchester Diocesan Office, 90 Deansgate, Manchester M3 2GH
Both dates: 10.30am-3.30pm

A Day Conference for all those responsible for encouraging, enabling and supporting the vocation and ministry of Churchwardens in today's church.

Cost £20.00 for ELS members: £25.00 for non-members. Lunch included.

Booking and information: <https://ecclawsoc.org.uk/education/>

led by: Simon Baker, Archdeacon of Lichfield; Stuart Beake, former Archdeacon of Surrey; Norman Boakes, Archdeacons' National Executive Officer; Stephen Borton, Ecclesiastical Manager, Lee Bolton Monier-Williams; Mark Hill QC, Chancellor and Professor; Andrea Russell, Tutor at Queen's Foundation, Birmingham

A Range of topics around Churchwardens and the Law will be considered during the day, including:

- An ordered church and the ministry of Churchwardens
- The legal responsibilities of Churchwardens
- Resources for training Churchwardens in their responsibilities
- The evolving role of Churchwardens

- Implications of upcoming changes to law and regulation

Leadership courses at Sarum College

Contact Alison Ogden for all booking enquiries

aogden@sarum.ac.uk 01722 424826



Reflective Practice

<http://www.sarum.ac.uk/event/2019-reflective-practice/>

A methodological and hermeneutical study of how reflective practice can underpin and challenge an understanding of leadership. It will introduce students to contemporary models of reflective practice both in educational, theological and business worlds and encourage reflection on how these models inform and critique one another. There will be opportunities to practice a variety of methods so that students can select and design their own models to apply in their own work context.

Monday 21 January - Thursday 24 January 2019

Tutor: Tim Harle

Leading in a Second Chair

A chance to explore leadership challenges for those who do not appear at the top of an organisation. With a grounding in theology, we will use the latest insights from organisational studies to explore how leaders, both individually and in teams, can help themselves and their organisations thrive.

Tuesday 19th March 2019

Tutor: Tim Harle

Re-imagining Church in a Changing Culture

<http://www.sarum.ac.uk/event/2019-re-imagining-church-in-a-changing-culture>

This module aims to go beyond such 'headlines' to equip students to understand and critique patterns of decline and growth which are characteristic of the church in the 21st century using both theological and sociological tools. The Church in the UK will be 'read' in the wider context of social, religious and cultural change and compared with the situation in Europe, America and the developing world. Both the challenges facing the contemporary church and the responses offered will be critically examined, with particular reference to patterns of community, mission and ministry.

Monday 1 April - Thursday 4 April 2019

Tutor: Colin Greene

Change and Conflict

<http://www.sarum.ac.uk/event/2018-change-and-conflict>

This module critically examines theoretical and practical aspects of change through a number of disciplines, especially theology, ecclesiology, missiology, ecology, psychology and complexity theory. The various strands are brought together to provide a holistic view of the origins and potentially transforming role of conflict. Throughout the course, students will apply the concepts to their own situations to increase shared learning and to provide practical insights for their own practice.

Mon 17 June 2019, 2:00pm - Thu 20 June 2019, 1:00pm

Tutor: Tim Harle

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Living Ministry Update

– from Ministry Division of the Church of England

The latest instalment in the Living Ministry Research Project was released recently. Building on the quantitative findings published last year, this in-depth report draws on interviews and focus groups with

85 clergy and ordinands to understand issues around their wellbeing. The ten-year research project is designed to help policy-formers and those who work with candidates, ordinands and clergy.

Living Ministry is a significant piece of research and a measure of how seriously the Church takes the wellbeing of clergy and ordinands and their flourishing in ministry.

[You can read a copy of the latest report here.](#)

This is a rich report which we would encourage you to read and consider. It presents voices of participants describing their everyday life in ordained ministry or training, and there is much that is significant and compelling.

We would like to highlight a few of the findings from this report which we think will be especially helpful for Archdeacons.

The research demonstrates that managing expectations of different aspects of ordained ministry (financial, material, physical, mental, relational and spiritual as well as the range of tasks involved) is crucial, especially given its demanding and unbounded nature. Periods of transition into and out of roles are moments of particular vulnerability on multiple levels.

Also highlighted is the actual or potential value of Ministerial Development Reviews in giving clergy permission to set vital boundaries of time, space and relationship and to establish healthy rhythms of work, rest and prayer, alongside the valuable contribution of diocesan wellbeing resources, counselling and reflective practice groups. Wellbeing is a shared responsibility, constantly negotiated, and it is important to view clergy lives holistically, recognising especially the impact of ordained ministry on families. Especially in uncertain times and amid pressures of growth and finance, personal contact and support from archdeacons and bishops can make an enormous difference to individuals' wellbeing.

The Living Ministry project is already having an impact, informing discussions at the Remuneration and Conditions of Service Committee on family-friendly working practices and the review of stipend and pension adequacy requested by the House of Clergy.

We hope you find this research informative and helpful for promoting clergy wellbeing and ministerial flourishing. Please share the report with colleagues and consider communicating it further to clergy and laity in your archdeaconry, as there is much that can be of use at all levels.

[More on this research can be found here.](#)

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Mobile phone infrastructure in churches

Parish Buying has established a standard framework contract with NET Coverage Solutions for parishes whose buildings may be considered for use in accommodating mobile network infrastructure.

The Electronic Communications Code 2017 contains wide-ranging reforms in favour of mobile network operators. We know that some parishes have already been approached by operators looking to negotiate new agreements at substantially reduced rents under the Code. With the new framework contract in place we would now strongly advise parishes to refer the approach to NET Coverage Solutions Limited, and to their DAC Secretary.

The new standard framework contract is the result of a national tender process and offers the following benefits for parishes:

- Standardised terms and a consistent approach to obtain a fair price.
- Efficient project management through a trusted delivery partner with established process timelines for implementation.
- Compliance with the relevant legal requirements (including the requirements of ecclesiastical law).

Further details can be found on the Parish Buying website:

<https://www.pariahbuying.org.uk/categories/phone-and-broadband/mobile-phone-infrastructure>.

Parishes can contact NET Coverage Solutions at CoE@netcs.eu, or

Caroline.Humphries@london.anglican.org, the Development Manager in the Diocese of London responsible for commercial aspects of mobile telecommunication installations in churches, for further information.

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Northern Archdeacons Conference 2020

The next Conference will take place from **Monday 1st June to Wednesday 3rd June 2020 at Hinsley Hall, 62 Headingley Lane, Leeds, L26 2BX.**

Please put these dates and place in your diary and we look forward to being in touch with you again soon with more information.

With very best wishes and many thanks.

As ever,

Peter

The Venerable Peter Townley, Archdeacon of Pontefract
archdeacon.pontefract@leeds.anglican.org

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Filling Parish Vacancies

Recently all archdeacons were forwarded a request from the Archbishops' Council which is considering making some changes to the Patronage (Benefices) Measure 1986. These changes are intended to reduce the burden on parishes. In case you did not receive this, or it got overlooked, full details of the plans and how to respond can be found in the consultation document.

<https://www.churchofengland.org/sites/default/files/2018-11/Simplification%20consultation%20paper%20PBM%201986%20%5Bv2%5D.pdf>

There are no proposals to change the substantive rights of patrons, parochial church councils or bishops. Broadly speaking, the proposed changes fall under five heads:

Responses should be submitted by **24 January 2019**:

- by post to Jenny Jacobs, Central Secretariat, Church House, Great Smith Street, London SW1P 4JZ or
- by e-mail to jenny.jacobs@churchofengland.org

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Pathways

Just to let you know that Pathways, the central recruitment support service, is about to launch a full audit on their work so far and will be inviting those currently using the system to feed in their responses and reflections. They are keen to receive feedback and, where possible, improve the service. This request will be coming to all archdeacons' PAs where a diocese is currently enrolled. The feedback link will close on the 14th December.

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Future Dates

2018

December 12th Welsh Archdeacons @ Lion Hotel, Shrewsbury

2019

January 28th – 30th National Archdeacons' Conference @ The Hayes Conference Centre, Swanwick
Title: **Dealers in Hope**

Speakers so far: Bishop Graham Tomlin, Professor Richard Bauckham, Canon Jessica Martin, Bishop Alison White, Gisela Kreglinger, Professor Francis Campbell.

February 21st Welsh Archdeacons 11.00 – 15.00 Lion Hotel Shrewsbury

March 21st Eastern Archdeacons @ Ely

April 8th South West Archdeacons @ Taunton

April 11th Welsh Archdeacons @ Provincial Offices, Cardiff

June 10th & 11th Southern Archdeacons @ Farnham Castle

July 18th – 19th Welsh Archdeacons @ tbc

September 17th – 19th New Archdeacons' Conference @ Hinsley Hall Leeds

September 21st – 24th Eastern Archdeacons' @ tba

October 3rd – 4th South West Archdeacons @ Tiverton Best Western Hotel

October 9th Welsh Archdeacons @ Provincial Offices, Cardiff

December 11th Welsh Archdeacons @ Lion Hotel Shrewsbury

2020

June 1st – 3rd Northern Archdeacons' Conference @ Hinsley Hall

2021

January 25th – 27th National Archdeacons' Conference @ The Hayes Conference Centre, Swanwick

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Just a thought...

To be created in God's image – to be human – is to carry in the depth of one's being a longing to transcend the boundaries of human nature so as to have a share in divine life.

Erik Varden *Shattering Loneliness* Bloomsbury London 2018

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