THE ARCHDEACONS' FORUM

for the Church of England and the Church in Wales

Archdeacons' News

Bulletin no. 46

July 2019

from Norman Boakes Archdeacons' National Development Officer



Back in the early spring of 2014, I saw a post advertised in the Church Times which looked very interesting. Sending for the details, I was struck as I read the role description that it could have been written just for me. So I decided to apply, was shortlisted, interviewed and then offered the post. I accepted immediately, and I have never ever regretted it. So instead of retiring when my then role came to an end, I suddenly had a whole new and exciting ministry and the opportunity to develop it from scratch.

The job was given two main focus areas, building on the previous work of the Forum. I was to develop a much better provision of support and training for new archdeacons which has been done through producing material and having one to one meetings for reflection, as well as developing the New Archdeacons' Conference. Of the 152 archdeacons' posts in England and Wales, there have been 102 new appointments during my time. The second area was to improve the support and development for all archdeacons. To

that end there have 46 editions of *Archdeacons'* News, training events, and attendance at many regional meetings. I am told by archdeacons who were in post before my role was created that the provision for archdeacons is in a much better place than it was before.

There have also been two further spin offs from this work. Firstly, being around and available at Church House Westminster has raised the profile of archdeacons in the National Church Institutions and archdeacons are consulted much more on many issues than they were. This not only enables archdeacons to be better informed but it also provides a way in which the experience and knowledge which archdeacons have can be fed into new developments nationally.

Secondly, the role has been so valued that my successor and the administrative support are being paid for from central funds, rather than the archdeacons having to find the finance themselves. I can therefore move on, feeling that the particular task which was entrusted to me has been accomplished, and it is ready to be taken onto the next stage. I have every confidence that my successor, Cameron Watt, will do that well.

Throughout my time in post, I have been enormously grateful to the archdeacons I serve for the welcome, support and encouragement I have received. I have never before worked for such a creative, committed, faithful and engaging group of people. Archdeacons are the glory of the church, and their role is absolutely crucial to its mission and ministry. The way in which so many respond to difficult and challenging situations by trying to find positive and transformational ways ahead is very impressive. The last five years have been a sheer joy, even with the sometimes very long days and substantial travelling. I have also been fortunate to have huge support from colleagues in Ministry Division and other colleagues with whom I work in Church House Westminster. Their willingness to be helpful and go the extra mile has been much appreciated. I owe a particular debt to the three forum chairs over this period: Paul Wright, Tim Barker and Stephen Taylor who have all been excellent to work with, provided much encouragement and support and managed me with a light touch, and to Julian Hubbard and Mandy Ford for their wisdom and perceptive advice. Finally, the administrative support of Jackie Freestone, Liz Brereton and Husna Louise has made my work that much easier, especially when they have rescued me from my own lack of attention to detail.

So, an enormous **THANK YOU** from me to you all. It has been a great privilege to serve the archdeacons of Wales and England. I wish you all every blessing in your ministries, and may you continue to be a blessing in the life of the church.

Love and prayers,

Norman

norman.boakes@churchofengland.org

023 8076 7735

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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

Friday 15th November 2019 at Leeds Diocesan Office, Church House, 17-19 York Place, Leeds LSI 2EX 0113 2000 540

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, Head of HR Services and Helen Averill, Clergy Transitions Service Manager, both at the NCIs. The cost will be £40 per person and booking forms are obtainable from Husna Louise husna.louise@churchofengland.org

This day is similar to the day offered in April in London, with some updates in the light of experience and feedback.

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The Bats in Churches Project

The project seeks to resolve sustainably the potential tension between the protection of bats and the protection of buildings and heritage. This is a five-year partnership project running to 2023. The budget is £4.5m, with £3.8m provided by the National Lottery Heritage Fund (HF) and the remainder from partner contributions, corporate sponsorship and other grants. The project is governed and steered by a strong partnership (listed below) with most partners also directly employing the project team. The project has a national (England) scope and a dispersed team of 8 staff.

Aims:

- 1. Science bats. Bats form 20- 25% of Britain's mammals but are relatively under-researched. The project will learn more about their scope, their behaviours and how to manage their presence without affecting their favoured conservation status.
- 2. Science conservation. The project will research and pioneer new conservation techniques for managing the impact of bats, balancing the protected status of bats and heritage.
- 3. Engagement people. The project is working with church reps, building users, bat groups and local communities to develop a better shared understanding of bats, churches and heritage. More volunteers will be recruited to help use, clean and manage churches and carry out bat survey work. This builds post-project sustainability.
- 4. Learning from all of the above will be transferable to users and keepers of other ancient buildings and any buildings with bats.

There are 102 churches in scope (though this may increase as the project matures). However, all churches nationally will be able to use the on and off-line resources, receive newsletters and attend training events (availability permitting). There is a concentration in Norfolk and Lincs (lots of old churches) but also a spread from Cumbria to Cornwall. About 45% of mediaeval churches are grade I listed buildings. The project website is www.batsandchurches.co.uk

Work is complete and successful at 1 pre-pilot church and being monitored at 3 pilot churches.

The interdependency of bat licencing and faculty permissions

Because bats are a protected species any proposed works which may affect them are subject to Natural England's licencing regulations. Similarly, because many of our churches have historic significance any proposed works may be subject to faculty permissions.

To promote the project's success, Natural England has introduced a new Bats in Churches Class Licence which significantly increases the potential scope of proposed works. Two essential pre-requisites to being granted this licence are that a full suite of bat surveys must be carried out beforehand, and any proposed works must be carried out before or after the bat roosting season and potentially hibernation period. This can vary on a church by church basis. In most cases this means any proposed works can only be carried out between mid-September and the end of October and during the month of April. There may be instances when work can be carried out before April if there is no possibility of hibernating bats. The project is seeking to implement a range of approaches to mitigate known bat issues. The installation of internal and external bat boxes has been exempted from requiring mandatory faculty approval as part of the Faculty Simplification Process.

Other proposed works may well require faculty approval and the Project Team is actively contacting Diocesan Secretaries in preparation. It will be very helpful for all diocese staff and volunteers to be aware of the very limited time constraints the project is working in, requiring timely decision-making to ensure proposed works can be approved, contracted and completed in the "window of opportunity" available.

Bat Surveys
 Specification of Works
 Faculty Approval
 Contractor Quotes
 May to September
 September to October
 October to December
 October to December

5. Work Carried Out mid-September to end Oct; April

6. Follow-up Surveys May onwards

If this window is missed, then another expensive suite of bat surveys may be required in the following year.

Further information can be found on the project website including the option of signing up to the project's newsletter. Anyone wishing to contact the project team itself can email the Project Manager directly at Michael.Costello@naturalengland.org.uk

Michael Costello June 2019

Project Partners and Senior Reps:

Natural England Mel Hughes (lead partner)

Historic England Jen Heathcote

Church of England Joe Elders (laity), Richard Ormston (clergy)

Bat Conservation Trust Kit Stoner
Churches Conservation Trust Sarah Robinson

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Church Buildings - useful matters from recent CBC mailings

David Knight writes:

Faculty Rules

Thank you for the comments received since the draft new <u>faculty rules</u> were published on the Synod website. Since I sent that link an explanatory memorandum has been added to the site. If you have not yet seen the memorandum you can read it <u>here</u>. It sets out the background to the proposed changes and in particular those over consultation with the amenity societies, HE and the Council.

The changes to consultation have attracted the liveliest interest. One strength of the faculty system is the DAC and the support and advice that DACs give to parishes. The proposed changes in consultation will strengthen this. For most proposals that merit consultation it reflects in the rules what many of you are already doing - encouraging parishes to consult at an early stage. This means that possible sticking points can be identified early on. This should save parishes from deep personal and sometimes financial cost in revising plans that attract revisions at a late stage.

The longer consultation period reflects the reality of the time needed to get consultees on site and then prepare a response. DAC officers can start the consultation when the Statements and Plans are to hand. If the cycle of DAC meetings causes the comments to arrive after the DAC has met there is scope for the officers to issue the NOA using delegated authority.

The new faculty rules were accepted by the General Synod this morning, with the intention that they will come into force on I April 2020. The Dean of Arches has promised to provide guidance for Chancellors and for DACs. The Church Buildings Council will also provide guidance. Work will start soon to prepare

the online system for the new rules. You will be pleased to hear that during the debate speakers spoke warmly about the work of DACs and the benefits of managing listed buildings under the exemption. Your good work is noticed.

National Lottery Heritage Fund grants over £5m

The Heritage Fund has announced its first scheme for grants over £5m under its new strategic framework. Expressions of interest are invited by 11 October 2019. The strategic priorities for the scheme are landscape and nature, and heritage at risk. Churches are able to apply, although the scheme is not for all expressions of heritage. Information here.

For churches seeking funding between £250,000 and £5m there is more information here.

Grants for roof alarms

Grants of £1,000 are available to churches for roof alarms from Allchurches Trust. This has been provided to county historic churches trusts and dioceses on the basis of a £1,000 grant per church. To see if you are in an eligible area click <u>here</u>. Roof alarms are an effective deterrent, especially when a group of churches in an area is fitted with them.

Automatic door time locks

Ecclesiastical has recently published new guidance on automatic door time locks, to facilitate keeping churches open during the day for visitors when it is not straightforward to arrange a person to attend to unlock ad then close the church each day. It is still desirable that a person who knows the church sees it regularly, but the automatic lock gives greater freedom over when this happens.

Places of Worship Protective Security Funding Scheme - applications open

The Home Office has announced that the fourth round of the Places of Worship (POW) Protective Security Funding Scheme is open for applications until 23:59 on the 31 August 2019. Over the first three years of the scheme more than 130 places of worship have been awarded grants to install measures such as protective alarms, security lighting and access controls.

This year's scheme has been made easier for places of worship and associated faith community centres to apply. Applicants no longer need to find their own quotes for security measures; instead applicants will benefit from a central supplier for assessments, quotes and installation. The Home Office was aware of the need for the chosen central supplier to have experience working with listed places of worship. Please let me know if you hear of any suggested works in listed buildings that are not appropriate to the setting.

In addition, faith community centres are now included. Applicants no longer need to show they have already experienced hate crime; the test will be vulnerability to hate crime.

The scheme is open to places of worship and associated faith community centres (a community centre run by a place of worship or near a place of worship that is faith based, and where regular worship takes place) across England and Wales.

Further details of the funding scheme and how to apply are here.

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Church Representation and Ministers Measure 2019

The Royal Assent to the Church Representation and Ministers Measure was signified on 4 July. The new Church Representation Rules will come into force early in 2020.

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Comings and Goings

The Venerable Dr Sue Weller has been named as the new Archdeacon Missioner and Archdeacon of Lichfield in the Diocese of Lichfield. Sue has served as Archdeacon of Walsall since January 2015 and will take up her new role in September.

Phil Williams was collated as Archdeacon of Nottingham on the 3rd July.

The Court of the Royal Foundation of St Katharine has announced the appointment the Venerable Roger Preece as Master with effect from 30th September 2019 to succeed the Reverend Mark Aitken. Roger is currently Archdeacon of St Helens and Warrington, in Liverpool Diocese, having served in that role since 2015.

The Revd Martin Breadmore, currently Director of Ministry for the Kensington Area in the Diocese of London, is to be the next Archdeacon of Dorking. He will be collated in the autumn.

Many congratulations and best wishes to the Ven Olivia Graham, Archdeacon of Berkshire since 2013, on her appointment as the next Bishop of Reading. She will be consecrate don the 19th November at St Paul's Cathedral

Please pray

- for Sue as she prepares to move from Walsall to Lichfield and begin her new ministry, for Roger
 as he prepares to move to London and take up a very different role, for Martin and his family as
 they prepare to move from London to Surrey, and for Olivia as he gets ready for her transition
 from archdeacon to bishop;
- for Phil in the early days of his ministry as an archdeacon;
- for Cameron Watt as he prepares to take on the role of Archdeacons' National Development Officer.

Please pray also for those responsible for filling the vacancies of Berkshire, Croydon, the East and Germany and Northern Europe, Lancaster, Middlesex, Northolt, Portsdown, Walsall and York.

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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.

 Wednesday 18 September – Sir Philip Mawer on the Role of the Independent Reviewer under the Declaration on the Ministry of Bishops and Priests (Resolution of Disputes Procedure) Regulations 2014.

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 November 2019: Northern Province lecture – Charles George QC, Auditor of the Chancery Court of York, on *Do we still need the Faculty System?*

Day Conference Saturday 28 March 2020 Synodical Government: Fit for Purpose?

The conference, to be held at the Minerva House offices of Winckworth Sherwood, will mark the centenary of the entry into force of the Church of England Assembly (Powers) Act 1919. Speakers will include Archbishop of York, Patron of the Society, the Bishop of Cork, Cloyne and Ross, the Bishop of Willesden and the Ven Jane Steen, Archdeacon of Southwark. 10 am till 4 pm.



Leadership courses at Sarum College

Contact Alison Ogden for all booking enquiries aogden@sarum.ac.uk 01722 424826

Christian Faith and Leadership

http://www.sarum.ac.uk/event/2019-christian-faith-and-leadership

Mon 30 September 2.00 pm to Thu 3 October 2.00 pm led by Tim Harle

The module explores and analyses ways in which theology and spirituality underpin and challenge an understanding of leadership within and outside faith-based contexts.

Working Together

http://www.sarum.ac.uk/event/2019-working-together/

Mon 25 November 2.00 pm to Thu 28 November 1.00 pm

This module encourages engagement with a hermeneutical approach grounded in the Holy Trinity, which is examined through a number of traditions.

Reflective Practice

http://www.sarum.ac.uk/event/2020-reflective-practice

Mon 20 January 2020 2.00 pm to Thu 23 January 2020 2.00 pm

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 the 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 apply in their own work context.

Leadership and the Unconscious

http://www.sarum.ac.uk/event/2020-leadership-and-the-unconscious

Mon 9 March 2020 2.00 pm to Thu 12 March 2020 2.00 pm

This module will use both theoretical presentations and experiential methods to introduce students to an understanding and working knowledge of unconscious processes, with special reference to their understanding of organizational life and their practice as leaders.

There will be an examination of how contemporary understandings of the unconscious have been understood within a religious and faith perspective. The module will provide understanding in the light of peer and staff feedback in case studies from students' own experience.

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Ecclesiastical Exemption - Wales

with thanks to Law and Religion UK blog from which this is cribbed.

Since January 2019, there are six "listed denominations" in Wales: the Church in Wales, the Church of England (which has a handful of parishes on the Welsh side of the border), the Baptist Union of Great Britain and the Baptist Union of Wales (with respect to the minority of their buildings of which either the Baptist Union Corporation Ltd or the Welsh Baptist Union Corporation Ltd is a trustee), the Roman Catholic Church, and the Methodist Church.

The then Welsh Assembly Government commissioned an independent report into the operation of the system of ecclesiastical exemption, which was published in March 2005. Exempted denominations in Wales were asked to submit their written observations on the report, but no further action resulted. In the course of the passage of the Historic Environment (Wales) Act 2016, however, a group of amendments on ecclesiastical exemption was debated in the National Assembly and narrowly lost. The Deputy Minister for Culture, Sport and Tourism of the day, Ken Skates, opposed them and drew attention to the fact that the Welsh Historic Places of Worship Forum had held its first meeting in the week before the amendments were debated and had just issued a Strategic Action Plan for Historic Places of Worship in Wales.

CADW pointed out at the time that changes were needed to the Ecclesiastical Exemption (Listed Buildings and Conservation Areas) Order 1994, which by then applied only in Wales (having been replaced in England in 2010), and in 2018 issued a consultation on:

- the draft Ecclesiastical Exemption (Listed Buildings and Conservation Areas) (Wales) Order 2018;
- draft best-practice guidance, <u>Managing Change to Historic Places of Worship in Wales: the Ecclesiastical Exemption</u>; and
- draft best-practice guidance, <u>Managing Scheduled Monuments in Wales</u>.

The main changes proposed to the ecclesiastical exemption were:

- removal of the exemption for conservation area consent;
- removal of the United Reformed Church from the exempt denominations (which was being done at the request of the URC itself); and
- clarification regarding the buildings covered by the exemption to eliminate occasions when both secular and denominational consents are needed.

The guidance as finally published, <u>Managing Change to Historic Places of Worship in Wales</u>, was prepared to support denominations in their use of the exemption and it was felt that it might also be useful for local planning authorities and congregations and for denominations and faith groups interested in

seeking the ecclesiastical exemption in the future. The final version of <u>Managing Scheduled Monuments</u> in <u>Wales</u> was produced as a further element in the series published in conjunction with the Historic Environment (Wales) Act 2016. Aimed primarily at owners, occupiers and managers of scheduled monuments, it explains what it means to own a scheduled monument and how to care for it and sets out the general principles to consider when managing and making changes to scheduled monuments. It also explains how to apply for scheduled monument consent, including the respective roles and responsibilities of owners and Cadw, and provides details about where to get further help and assistance.

The Ecclesiastical Exemption (Listed Buildings and Conservation Areas) (Wales) Order 2018 came into force on I January 2019: it revoked and replaced the 1994 Order in relation to Wales. The new Order removes the listed buildings ecclesiastical exemption in the case of all ecclesiastical buildings other than those falling within Article 4, which retains the exemption for church buildings of the six "listed denominations" in Wales, provided that the primary use of the building in question is as a place of worship and subject to the restrictions set out in that article. The Order also removes the conservation area consent ecclesiastical exemption from all ecclesiastical buildings.

For the purposes of the 2018 Order, a church building includes any object or structure fixed to the church building and any object or structure within the curtilage of a church building which, although not fixed to that building, forms part of the land. This is now the case whether or not that object or structure is listed in its own right.

Article I(3) provides that the loss of ecclesiastical exemption does not affect any works which have commenced, or in respect of which a contract has been made, before the Order comes into force. Similarly, Article 6 provides that if an application for listed building consent in relation to any object or structure within the curtilage of a church building which, though not fixed to that building, forms part of the land (as defined in article 4(I)(b)) has already been made before the Order comes into force, it will not apply to that application and the local planning authority will continue to determine it.

CADW's website contains a section on Historic Places of Worship. The Welsh Historic Places of Worship Forum provides a valuable meeting place for churches, conservation charities, funding bodies and the Welsh Government to meet and discuss all relevant matters pertaining to historic places of worship including, but not limited to, the exempt denominations.

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A Fresh Look at Vocational Mentoring

Rosemarie Davidson-Gotobed writes:

Every priest can name at least one person who journeyed with them on their way towards ordination. Some still have that person to turn to several years after ordination. We have chosen to describe that person as a mentor.

We are building an Ordained Vocations Mentor Directory of lay and ordained people from across the country for historically under-represented Christians in the Church of England. These mentors are men and women who offer thoughtful support through the discernment process.

This directory is building on a long tradition and is a helpful addition to the careful accompanying of an ordinand or potential ordinand that is already taking place in dioceses and theological education institutions.

The aspiration of the Church of England is to increase the diversity amongst vocations to ordained ministry. The Ordained Vocations Working Group and the Minority Ethnic Vocations Advisory Group have identified the use of mentors as a way to help support historically underrepresented groups.

A variety of professions, including the civil service, the police, the armed forces and the Bank of England, have found mentor schemes to be a great way to encourage and support diversity and inclusion, embracing it as part of their good practice.

The mentors are volunteers come with a range of experiences. During training they are briefed on:

- The criteria for selection,
- What the mentor needs to know about the discernment process and IMEI.
- Protocol and boundaries
- Reflection on what effective conversations in mentoring might look like.
- Skills development.
- How the system works and how a potential mentee will contact them.
- Contracting.
- The training is free.

Mentors receive:

- Ongoing resourcing
- Networking opportunities
- Access to a private chatroom to exchange ideas, ask advice, share resources

Archdeacons can support this work by:

- Ensuring that a link to the national directory is on their diocesan website. https://www.churchofengland.org/mentoring.
- Encourage those who are already serving as mentors in the diocese to join the directory. If the diocese has already trained them, then they can be added to the directory automatically. If not, we are happy to do the training for you.
- When preaching or giving talks about vocations to lay people, encourage them to consider being a mentor to future clergy.

Archbishop Justin Welby says:

Exploring vocation is a journey that we always take with others, because discerning vocation is the task of the church, not just individuals. Coming alongside someone seeking to discern where God is at work in their lives and where God is leading, is a huge privilege. Being a mentor will be a rich experience and a blessing: the blessing of seeing the God of love at work in the life of his people.

Rosemarie Davidson-Gotobed | National Minority Ethnic Vocations Officer

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Future Dates

2019

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

September $23^{rd} - 26^{th}$ Eastern Archdeacons' @ tba

October 2nd South East Archdeacons @ Southwark Diocesan Office, off Borough High Street

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

October 9th Welsh Archdeacons @ Provincial Offices, Cardiff

October 31st North West Archdeacons @ tba

November 25th – 26th Archdeacons' Forum Executive @ Wilson Carlile Centre, Sheffield

December IIth Welsh Archdeacons @ Lion Hotel Shrewsbury

2020

February 20th Welsh Archdeacons @ Lion Hotel, Shrewsbury

March 12th Archdeacons' Forum Executive @ Church House Westminster

March 30th South West Archdeacons @ Taunton

April 23rd Welsh Archdeacons' @ Provincial Offices, Cardiff

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

June $8^{th} - 10^{th}$ New Archdeacons' Conference @ Hinsley Hall, Leeds

July 15th – 16th Welsh Archdeacons @ Llangasty

September $21^{st} - 24^{th}$ Eastern Archdeacons @ tba

October 7th Welsh Archdeacons @ Provincial Offices, Cardiff

October 14th – 15th South West Archdeacons @ tba

December 9th Welsh Archdeacons @ Lion Hotel, Shrewsbury

2021

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Just a thought...

There is no value in being unless it is being with. There is no value in existence unless it is existence in relationship – with God, one another, and the creation. The heaven that is worth aspiring to is a rejoining of such relationship, a restoration of community, discovery of partnership, a sense of being in

the presence of another in which there is neither a folding of identities that loses their difference nor a sharpening of difference that leads to hostility, but an enjoyment of the other that evokes cherishing and relishing. The theological word for this is communion.

Samuel Wells A Nazareth Manifesto Wiley Blackwell Chichester 2015:44

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