

# THE ARCHDEACONS' FORUM

for the Church of England and the Church in Wales

## Archdeacons' News

Issue no. 47

February 2020

from Cameron Watt  
Archdeacons' National Development Officer



Welcome to the first issue of the Archdeacons' News of 2020. Over the past few months I have had the enormous privilege of getting to know many of the Archdeacons across England and Wales since starting this role. When I first spoke to Norman Boakes about this role, he waxed lyrical about both the work, but more importantly about the wonderful cohort of people who are called to Archidiaconal ministry.

I must pay tribute to Norman, as my predecessor in this role. He built up the role and tirelessly championed Archdeacons across the Church of England and the Church in Wales. As this role develops I am fabulously supported by Husna Louise in Church House, Bishop Chris Goldsmith as the new Director of Ministry, and the Archdeacons' Forum Executive which is very well led by Archdeacon Stephen Taylor.

Over the coming years, I hope to be able to develop the support which is on offer to Archdeacons, and also to help to ensure that the collective wisdom of the Archdeacons is heard at all levels of our central church institutions. Outside of this role I am a part-time parish priest in a rural parish, and have found that combining these two roles keeps me grounded in both of them – long may that continue! The important thing is that I am here to support, pray for, and work alongside you – the Archdeacons who provide so much support, guidance and love for the work of God across our dioceses.

With all love and prayers,

*Cameron*

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07887-802784

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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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## 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 Cameron know: [cameron.watt@churchofengland.org](mailto:cameron.watt@churchofengland.org)

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## Explanation of duty to have 'Due Regard'

**This message has been previously sent to all Bishops, Deans, Archdeacons, Diocesan Registrars and Diocesan Secretaries**

The Independent Inquiry into Child Sexual Abuse in its investigation report *Anglican Church Case Studies: Chichester/Peter Ball* (May 2019) considered that the requirement (in section 5 of the Safeguarding and Clergy Discipline Measure 2016) that relevant persons must "have due regard" to guidance issued by the House of Bishops on matters relating to safeguarding, while acceptable as a term of art, was misunderstood by many.

The Inquiry recommended that this provision be amended to address that issue and work is being carried out to do that. In the meantime, the Legal Office of the National Church Institutions, in consultation with the National Safeguarding Team, has prepared the attached explanatory note. The note is also available on the Church of England website [here](#).

I would be grateful if you would disseminate the note to clergy, readers, lay workers, churchwardens and parochial church councils (as these are the persons and bodies to whom the statutory duty applies).

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## Struggling churches research

[The Church Buildings Council](#) has recently published research on struggling churches [here](#). This comes out of our work on church buildings where there is a concern about their future as local centres of worship and mission and where closure is being considered. We advise parishes and dioceses on the heritage significance of these churches and their furnishings and churchyards, and on the scope for change which might bring about a sustainable future for them in worship use.

The report makes recommendations for improvements to the service offered by the Church Building Council and explores opportunities for collaborative working and for further research.

For information about the support that can be provided see [here](#).

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## Church Representation Rules 2020

Church Representation Rules is a vital tool for all those involved in parochial, diocesan and national Church governance. This 2020 edition presents an entirely new text of the Church Representation Rules, replacing the previous Rules established in 1969 and amended numerous times over the following fifty years. The new Rules aim to simplify local church governance and enable parishes to adapt the rules to best serve ministry and mission in their contexts

In addition, the new Rules are also designed:

- to be compliant with recent data protection legislation
- to provide for electronic communication
- to ensure better representation of mission initiatives in the Church's structures
- to enable PCCs to do business by correspondence.

This volume includes a full introduction to the Rules and explanatory notes highlighting the new provisions together with a comprehensive index.

[Read an introduction to the new, simplified Rules](#)

[Access the full text of the new Rules online](#)

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## Mobile phone infrastructure in churches

The Church of England has come to an agreement with Cornerstone, the mobile infrastructure services company who own and manage sites for Telefónica (O2) and Vodafone, to support the delivery of improved connectivity in areas currently suffering from poor mobile phone coverage.

The deal, which takes the form of a memorandum of understanding, will help deliver improved mobile connectivity by providing an efficient, predictable and fair process. Each installation will need the support of the church concerned. The memorandum of understanding provides a framework to help both parties comply with relevant legal requirements including – crucially for churches - ecclesiastical law. And it simplifies the process, for example by providing template agreements for parishes and providers, with a trusted contractor to manage the process.

The memorandum of understanding also sets out terms for the renewal of licence agreements pre-dating the 2017 Code once these expire. We have heard from some parishes who currently host mobile infrastructure, who are being challenged by mobile network operators to accept lower terms, under the Electronic Communications Code. Whilst this new agreement will not solve all problems, and will not cover all circumstances, it represents a crucial benchmark for terms and conditions. For this reason it is highly advantageous both to individual parishes and to the Church as a whole for approaches to be referred to NET Coverage Solutions and the DAC.

If you are aware of any church whose telecoms licence agreement has expired or is nearing expiry, who would benefit from support to understand the new terms agreed under the memorandum of understanding with Cornerstone, please refer them on to the Diocesan Registrar, Parish Buying ([Nicolas.jenni@churchofengland.org](mailto:Nicolas.jenni@churchofengland.org)) or NET Coverage Solutions ([CoE@netcs.eu](mailto:CoE@netcs.eu)), who will be happy to help.

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## Retired Clergy in the Church of England Report

Retired Clergy in the Church of England Now - a Report from the Retired Clergy Association of the Church of England. This report has been undertaken by Julian Hubbard, former Director of the Ministry Division and Malcolm Grundy, a former Vice Chair of the RCACoE and first Director of the Foundation for Church Leadership. It uses data available from the National Church Institutions to describe and analyse the balance between numbers of active re-tired clergy, the total of those with PTO and current and predicted numbers of stipendiary clergy. The report is available on the RCACoE website [here](#).

This report, which pulls together facts and figures which are generally considered separately, provides insight into the significantly changed position of retired clergy. They are now the largest single category of ministers and outnumber stipendiary clergy by almost two to one. The report helps in considering questions about the use and deployment of those with PTO and the significant contribution still being made by retired clergy, albeit unevenly spread, across dioceses.

This report has been sent to Bishops, Archdeacons and Diocesan Secretaries with a request that a diocesan response is sent back to the RCACoE. Julian Hubbard will be attending the March meeting of the Archdeacons' Forum Executive to discuss this report.

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## New Faculty Jurisdiction Rules

The Dean of the Arches and Auditor has written [Explanatory Notes](#) for the [new faculty rules](#) that come into force on 1 April 2020.

The Faculty Jurisdiction (Amendment) Rules 2019 amend the Faculty Jurisdiction Rules 2015. The amendments include the substitution of a new Part 4 dealing with consultation and advice. Its purpose is to ensure that by the time a diocesan advisory committee issues its notification of advice, all necessary consultations have already been carried out, thereby avoiding delays following the submission of a petition. Lists A and B (matters which may be undertaken without a faculty) have been substantially revised and expanded. Various other amendments have been made to the Rules to improve their operation.

The Explanatory notes can be found [here](#). The text of the new rules is [here](#).

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## New Living Ministry research report: Exploring Clergy Debt

From Dr. Liz Graveling – Research Officer in Ministry

A new report on clergy debt has recently been released as part of Living Ministry, the Ministry Division's longitudinal research into clergy flourishing. The report covers questions in last year's cohort survey about the types and amounts of debt owed by the 579 respondents, suggesting that levels of debt for this group of clergy are lower than for the wider UK population. 57% of respondents reported no debt beyond mortgages, the most common form being car loans. 11% reported unsecured debts of over £10,000, and about the same number expressed anxiety over their debt. Clergy reporting some level of debt were more likely to be stipendiary, younger, male and have dependent children.

You can find the report [here](#). Please pass it on to others in your diocese for whom it is relevant.

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## Comings and Goings

There have been quite a few comings and goings over the recent months. Please pray for all those who have moved, or who will be moving in the coming months.

Two Archdeacons have moved Archdeaconries. Sam Rushton has moved from Cleveland to York and David Picken has moved from Newark to Lancaster.

Recent collations of new Archdeacons have been: Neil Warwick (Bristol), Andrew Beane (Exeter), Barry Dugmore (Coventry – Archdeacon Missioner), Leslie Nathaniel (Archdeacon of the East, Germany and Northern Europe), Julian Francis (Walsall), Martin Breadmore (Dorking), David Waller (Gibraltar, Italy and Malta), Jeanette Gosney (Suffolk), Simon Fisher (St. Helens and Warrington).

There have been recent announcements of those who will be taking up the role of Archdeacons in the near future and these are: Stephen Pullin (Berkshire), Jane Mainwaring (St Albans), Rosemary Mallett (Croydon), Javaid Iqbal (Doncaster), Jonathan Chaffey (Oxford) *Jonathan was previously Archdeacon for the RAF*, Richard Frank (Middlesex), and, Jennifer Rowley (Portsmouth).

There are re-organisations of Archidiaconal responsibilities in The Diocese of Manchester following Cherry Vann's move to the Church in Wales to become the Bishop of Monmouth. These will see David Sharples (Salford) move to become Archdeacon of Rochdale, with Jean Burgess (Bolton) also becoming Archdeacon of Salford.

Chris Skilton (Croydon) retires on the 29<sup>th</sup> February, and Bishop Alistair Magowan (who is both Bishop of Ludlow and Archdeacon of Ludlow) will retire at the end of April.

Please pray also for those responsible for filling the vacancies of Cleveland, Durham, Northolt and Newark

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## Courses and events



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

**London Lectures 2020** 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 8 April – The Worshipful Prof Mark Hill QC, Chairman of the Ecclesiastical Law Society, will speak on "The Faculty Jurisdiction (Amendment) Rules 2019: All Change?"
- Wednesday 7 October – William Nye Esq, Secretary General of the General Synod and Archbishops' Council, will speak on "The Church of England: Some Personal Reflections on Structure and Mission."
- Wednesday 25 November - The Revd Dr William Adam, Archbishop of Canterbury's Ecumenical Adviser and Director of Unity, Faith and Order for the Anglican Communion, will speak on "Communion and Jurisdiction".

**Northern Province Lectures 2020** 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.

- Thursday 25 June – The Rt Revd Dr Helen-Ann Hartley, Bishop of Ripon, will speak on "Law and life in the Anglican Communion."
- Wednesday 18 November – Kate Davey, Barrister and Trustee of The Victorian Society, will speak on "Victorian architecture, the amenity societies and the parish church - a compatibility guide."

### **You couldn't make it up! Good governance in Parochial Ministry**

Friday 13 March 10.30am to 3.30pm – Leeds Diocesan Office, 17-19 York Place, Leeds. LS1 2EX  
The ELS presents a series of regional day conferences looking at the challenges and importance of good governance in parochial ministry. These days are open to anyone who is involved in leading or assuring governance and management of life in our parishes – clergy, churchwardens, PCC secretaries, registrars, diocesan staff and trainers etc. A range of topics will be considered including:

- Good order as a fundamental part of our vocation
- The Church Representation Rules including recent changes
- PCC members as charity trustees

### **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 the Archbishop of York, the Bishop of Cork, Cloyne and Ross, the Bishop of Willesden and the Ven Jane Steen, Archdeacon of Southwark. 10 am till 4 pm.

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## Leadership courses at Sarum College

Contact Alison Ogden for all booking enquiries

[aogden@sarum.ac.uk](mailto:aogden@sarum.ac.uk) 01722 424826

### Understanding Organisations

<https://www.sarum.ac.uk/event/2020-understanding-organisations/>

Monday 9 March 2020 2.00 pm to Thursday 12 March 2020 2.00 pm

This module examines contemporary images and models of organisations, bringing multi-disciplinary critical insights into the emergence of organisational culture.

The role of the leader is examined, especially through questions of power and authority and comparisons made between different approaches to ecclesiology and church organisation.

Systems theories are used to examine organisations, including congregations: students are encouraged to reflect on their own situation and experience in the light of this.

### Leading from a Secure Base

<https://www.sarum.ac.uk/event/leading-from-a-secure-base/>

Friday 13 March 2020 10.00am to 4.00pm

This interdisciplinary workshop explores how new understandings of attachment theory can promote change. It brings together a range of perspectives, which explore different attitudes of individuals and groups to anxiety and security.

Developing John Bowlby and Mary Ainsworth's work, we will explore such ideas as God as an attachment figure, and examples from churches' liturgy as a secure base, which reduce anxiety and promote exploration. Through a series of case studies from sectors such as education, financial services, and pharmaceuticals, we will explore personal and community attitudes to change.

This day will be of interest to psychologists, educationalists, church ministers, and all involved in change. We will combine the latest academic insights with practical approaches to change, encouraging participants to share their different experiences. All delegates will receive a comprehensive reading and resource list.

### Leading in a Second Chair

Thursday 21 May 10.00am to 4.00pm

Second chair leaders are both leaders and followers. What personal and organisational consequences does this bring? And what if, despite talk of teamwork and collaboration, leadership remains a top-down individual activity? Using Mike Bonem & Roger Patterson's book, *Leading from the Second Chair* (Jossey-Bass, 2005), we will explore how second chair leaders have to balance broad organisational responsibility with narrower accountability in a particular area.

With a theological base ranging from Trinitarian thought to New Testament ministries, we will explore recent developments around zones of psychological safety. We will consider surprising insights from constructive dissent (the RAF) and intelligent disobedience (the Army). And we will investigate the role of inverse learning and reverse mentoring.

The day will be practically focussed, and suitable for both second and first chair leaders. Indeed, we encourage them to attend together.

## **Christian Faith and Leadership**

Monday 5 October 2.00pm to Thursday 8 October 2.00pm

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

It encourages critical reflection on how leadership and management within the changing nature of contemporary society can be informed by insights from spiritual and theological traditions, especially Christianity, and be related to a theological view of faith, vocation, the Church and its mission. Participants are encouraged to become confident in handling disciplines and methodologies that can inform an understanding of Christian approaches to leadership, including reflection on their contexts and preferred leadership styles.

## **Bridgebuilding: Making Peace with Conflict**

Thursday 15 October 2.00pm to Friday 16 October 4.00pm

How can you better handle tensions and conflict in relationships and groups, including within the church?

This course will offer you some tools, skills and insights for thinking differently about the conflict in human interactions, aiming to help you in building bridges with others.

*Tutor: Alastair Mckay is executive director of Reconciliation Initiatives and a freelance consultant. He co-founded and led bridge Builders for 20 years, and is the author of Bridgebuilding.*

## **Change and Conflict**

Monday 23 November 2.00pm to Thursday 26 November 2.00pm

This module critically examines theoretical and practical aspects of change through several 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, students apply the concepts to their situations to increase shared learning and to provide practical insights for their practice

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## **Future Dates**

### **2020**

March 12<sup>th</sup> - Archdeacons' Forum Executive @ Church House Westminster

March 19<sup>th</sup> - Eastern Archdeacons @ Ely

March 30<sup>th</sup> - South West Archdeacons @ Taunton

April 23<sup>rd</sup> - Welsh Archdeacons @ Provincial Offices, Cardiff

April 27<sup>th</sup> - North West Archdeacons @ Preston

June 1<sup>st</sup> – 3<sup>rd</sup> - Northern Archdeacons' Conference @ Hinsley Hall, Leeds

June 8<sup>th</sup> – 10<sup>th</sup> - New Archdeacons' Conference @ Hinsley Hall, Leeds

June 12<sup>th</sup> - Archdeacons' Forum Executive @ Church House Westminster



June 22<sup>nd</sup> – 23<sup>rd</sup> – Southern Archdeacons' Conference @ Charney Manor, Wantage

July 15<sup>th</sup> – 16<sup>th</sup> Welsh Archdeacons @ Llangasty

September 21<sup>st</sup> – 24<sup>th</sup> Eastern Archdeacons @ tba

October 7<sup>th</sup> Welsh Archdeacons @ Provincial Offices, Cardiff

October 13<sup>th</sup> - North West Archdeacons @ Preston

October 14<sup>th</sup> – 15<sup>th</sup> South West Archdeacons @ tba

5<sup>th</sup> – 6<sup>th</sup> November - Archdeacons' Forum Executive @ Hinsley Hall, Leeds

December 9<sup>th</sup> Welsh Archdeacons @ Lion Hotel, Shrewsbury

## **2021**

January 25<sup>th</sup> – 27<sup>th</sup> National Archdeacons' Conference @ The Hayes Conference Centre, Swanwick

March 10<sup>th</sup> - Archdeacons' Forum Executive @ Church House Westminster

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## **Just a thought...**

Globally, 98% of Christians are neither envisioned nor equipped for their mission in 95% of their waking lives. But, just imagine if they were...

From 'The Great Divide', Mark Greene, 2010

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### **Confidentiality notice**

*We are not responsible for the content of external links. Views expressed in this bulletin are not necessarily those of The Archdeacons' Forum, the Archbishops' Council or the Representative Body of the Church in Wales.*