

# NATIONAL ARCHDEACONS' FORUM

serving the Church of England and the Church in Wales

## Archdeacons' News

**Bulletin no. 13**

**January 2015**

from Norman Boakes  
Archdeacons' National Executive Officer

Whenever a New Year begins, work resumes immediately. It quickly feels as though the Christmas and New Year break have never been. Certainly my work has been like that this January. But it is not simply a matter of sorting the administration, as important as that is for the people concerned. I have much enjoyed meeting several of our new archdeacons, and am currently preparing to join several of the regional meetings which are coming up. There is also the valuable liaison with colleagues at Church House. This mailing reflects some of that varied work.

With best wishes and prayers for you and your ministries,

*Norman*

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### **Archdeacons' Training events**

#### **Church House Event for Archdeacons**

This day for archdeacons at Church House on Thursday 10<sup>th</sup> March 2016 is now fully booked, though we are willing to add your name to a reserve list if you wish. The aim of the day is to offer an opportunity for those archdeacons who are interested to receive briefings and updates from those with whom they most work, and to be able to ask questions and raise issues with them.

The updates will be on Pastoral re-organisation (Peter Wagon), Closed Churches (Harvey Howlett), Church Buildings (Joe Elders and David Knight), and Common Tenure (Patrick Shorrock and Pavlina Wilkin). Lunch will be provided.

There is no charge for this event. To go on the waiting list, please email Jackie Freestone on [jackie.freestone@churchofengland.org](mailto:jackie.freestone@churchofengland.org)

#### **Pioneers, Fresh Expressions and Archdeacons**

A day event at Church House Westminster to explore the relationship between pioneer ministry, fresh expressions of church, and the role of archdeacon.

Wednesday 12th October 2016 11.00 am to 4.00 pm (Refreshments available from 10.30 am)

With the increasingly explicit emphasis on mission, and the growth in pioneer ministers and fresh expressions, it is crucial that these ministries are both properly enabled and supported by the church and also accountable and related to the whole diocese. Archdeacons are often at the interface in this process. This day, led by Dave Male and Phil Potter, will set out some of the current thinking in this area and invite archdeacons to engage with them, so that we can all learn together.

The Revd Canon Dave Male is the National Advisor for Pioneer Development and the Revd Canon Phil Potter the Archbishop's Missioner and Team Leader for Fresh Expressions.

To book, please contact [jackie.freestone@churchofengland.org](mailto:jackie.freestone@churchofengland.org) There is no charge for this event.

### **Fed up with the Intractable Problems which just sit there?**

In response to requests from several archdeacons, we have arranged for an event on ***Responding to the intractable issues: an opportunity to reflect on those people or situations which never seem to resolve, and explore possible ways of approaching them.*** This will be held at Sarum College, The Close, Salisbury from lunchtime on Thursday 20<sup>th</sup> October to lunchtime on Friday 21<sup>st</sup> October. It will be led by Keith Lamdin, who is well known for his work on leadership in the Church. The cost will be £125 per person, including full board and the event. To book a place, please email Jackie on [jackie.freestone@churchofengland.org](mailto:jackie.freestone@churchofengland.org)

### **Archdeacons on General Synod**

There are currently thirty-four archdeacons serving on General Synod, including the three archdeacons for the forces and the Dean of Guernsey, and this gives a valuable opportunity for archidiaconal perspectives to be contributed to discussions and decisions. The archdeacons meet together once every General Synod meeting, and seek to liaise on issues to ensure that those insights are offered. We hope to offer more information in the next edition so that those archdeacons who are not on General Synod can contact those who are, when they have particular concerns they wish to express.

### **Capability Guidance**

In December, Patrick Shorrocks circulated all archdeacons with the revised guidance for using the Capability Process. He wrote

“In revising this guidance, we were aware that the capability procedure rightly reflects current best practice in employment. It was for this reason that the Simplification Group agreed that the actual procedure should not be changed, as it needs to be comparable to that which is provided for employees.

However, feedback from dioceses, especially those who have taken the procedure to the formal stage, has very much indicated that the guidance that supports the procedure needed to be improved. The main changes to the supporting guidance are as follows:-

- reorganisation to the order and structure of the information to make it more user friendly, both to those managing the process and to those who may be subject to it;
- emphasising that the periods for improvement (as distinct from the expiry of warnings) do not have to be lengthy;

- explaining that the procedure should be a last resort and that full use needs to be made of other ways of helping clergy to be more effective such as MDR
- clarification about the approaches that can be taken to address problems before the procedure is invoked;
- provision of additional advice where the capability issue relates to health;
- further annexes to guide specific elements of the procedure such as the conduct of hearings;
- flow charts to guide each stage of the procedure.

The website has been updated with the new guidance, which can be found at [https://www.churchofengland.org/media/2423224/capability\\_guidance\\_dec\\_15.pdf](https://www.churchofengland.org/media/2423224/capability_guidance_dec_15.pdf)

We are also proposing to provide some additional training on the capability procedure in June next year (principally aimed at diocesan secretaries and HR advisers). We hope to be in touch with you about this in the New Year.

If you have any questions about the revised guidance or further feedback on it, please do not hesitate to contact me.”

I have contacted Patrick and Pavlina, and understand that this training will be open to archdeacons as they are the people who often deal with these matters. More details in due course.

## **Church Buildings and their future**

The recent report has now been considered at General Synod and its various recommendations are still being followed up. The report is available [here](#).

### **Church Heritage CYMRU**

The Church in Wales have launched their own [Church Heritage Record](#), which is based on the same model as the CofE's CHR. You can access their record by selecting “Show Church in Wales churches” on the CHR's map function (theirs are the blue dots!)

## **Comings and Goings**

The Diocese of West Yorkshire and the Dales has formally installed Beverley Mason as Archdeacon of Richmond and Craven and Dr Andy Jolley as Archdeacon of Bradford, though Andy is not starting his role until 20<sup>th</sup> February.

Vickie Sims, Chaplain at Milan in the Diocese of Europe, has been appointed Archdeacon of Italy and Malta in succession Jonathan Boardman. Vickie takes up her appointment on 1<sup>st</sup> February.

Gavin Kirk, Precentor of Lincoln Cathedral, is to be the next Archdeacon of Lincoln and will take up his appointment after Easter.

Mark Ireland is to be installed as Archdeacon of Blackburn on 14<sup>th</sup> February.

Richard Brand is to be collated as Archdeacon of Winchester on 21<sup>st</sup> February and Sue Groom is to be welcomed as Archdeacon of Wilts on 22<sup>nd</sup> February.

On 24<sup>th</sup> February, at Westminster Abbey, Karen Gorham will be consecrated as Bishop of Sherborne.

Kevin Roberts is resigning as Archdeacon of Carlisle to take the post of Director of ReSource from 18<sup>th</sup> April. Daniel Kajumba retires as Archdeacon of Reigate on 23<sup>rd</sup> February having served in that role since 2001. He has also been national chair of the Committee for Minority Ethnic Anglican Concerns. John Reed, Archdeacon of Taunton since 1999, retires at the end of June.

Please pray:

- for Beverley, Andy, Vickie, Mark, Richard and Sue as they take on their new roles, and for their families, especially when they are also trying to settle into new homes and places,
- for Gavin as he prepares to leave his existing post and move, (albeit not very far)
- for Karen as she prepares for her consecration and all her new role involves,
- for Jonathan as he lays aside his archidiaconal role,
- for Kevin and his wife as they prepare to say goodbye to Cumbria and move to Wells, and for both Daniel and John as they prepare for their retirements after long and significant ministries as archdeacon.

## **New Faculty Rules - update**

The new Rules are now in operation. If you still need access to a copy, then go to: <http://www.churchcare.co.uk/churches/faculty-rules-2015> The guidance includes [Frequently Asked Questions](#) which should be of help to parishes as well as to DACs and Archdeacons.

The forms in Word format are available for download along with a recommended wording for the Archdeacon's notification that a work is eligible under List B.

There is also the [Statutory Guidance on Trees](#) and a note to explain the scope of the [List A work to Organs](#).

For up-to-date instructions on how to use the Online System to determine List B applications. <https://facultyonline.churchofengland.org/user-manuals>

## **Mediation – for the second time of asking**

Some dioceses have developed the use of mediation to assist relationships between clergy and between clergy and laity. It has been suggested that it might be useful for those who are engaged in this, or thinking about developing a mediation team, to meet up, share experiences and agree what is best practice in this area. We are not yet clear whether this would be a day meeting in London or an overnight 24 hour residential. We would invite someone from Bridgebuilders to be with us. If you are interested in such an event, do please let Norman know and he will liaise with the archdeacons concerned. If you are one of the four archdeacons who has already expressed interest, you do not need to reply again.

## **Reform and Renewal**

*with thanks to Gospel and Law Advent 2015*

The legal aspects of the update on Renewal and Reform, under the Simplification Task Group included:

- The coming into effect on 01.11.2015 of amendments approved by Synod in July 2015 to the Ecclesiastical Offices (Terms of Service) Regulations 2009, which allow for more flexibility over the creation of limited term posts under Common Tenure

- Further legislative proposals for reform of pastoral reorganisation, church buildings, Bishops' Mission Orders and clergy compensation will be included in a draft measure to be introduced to Synod in February 2016.
- A second phase of legislative proposals arising from consultation with parishes as Part II of the Simplification Process will come to Synod in February 2017, following consultation on the proposed content during 2016.
- Work on the new Enabling Measure (emerging from a report on Optimising the Role of the National Church Institutions - see below) aims to make it possible for the Synod to amend or repeal some primary legislation by a less complex process than currently possible. It is emphasized that this power would not be used for 'the most sensitive and significant categories of legislation', e.g. 'of a doctrinal or constitutional kind.' Further information about these proposals can be found in Papers GS Misc 1124 and GS Misc 1125 at [https://www.churchofengland.org/media/2392331/gs\\_misc\\_1124\\_-\\_reform\\_and\\_renewal.pdf](https://www.churchofengland.org/media/2392331/gs_misc_1124_-_reform_and_renewal.pdf) [https://www.churchofengland.org/media/2392344/gs\\_misc\\_1125\\_-\\_enabling\\_measure.pdf](https://www.churchofengland.org/media/2392344/gs_misc_1125_-_enabling_measure.pdf)

It is proposed that a motion seeking agreement to the introduction of the Enabling Measure be put to the Synod in February 2016. There is further consultation on a proposed Statute Law (Repeals) Measure, further details of which can be found at:

[https://www.churchofengland.org/media/2399881/gs\\_misc\\_1128\\_-\\_consultation\\_on\\_possible\\_statute\\_law\\_repeals\\_measure.pdf](https://www.churchofengland.org/media/2399881/gs_misc_1128_-_consultation_on_possible_statute_law_repeals_measure.pdf)

## Roof Fund

Just a reminder that the second round of the Roof Repair Fund is still open to applications. Full information, including the revised guidance, is available on [www.lpowroof.org.uk](http://www.lpowroof.org.uk) The application period has been extended, with a deadline of midday on 26 February 2016. It is anticipated that decisions will be made in June. Please note that there have been some small changes to the requirements and criteria. The main matters to note are that works must now be urgent within two years (in response to oversubscription in the first round and to manage expectations of applicants) and that a letter from the DAC is no longer required (though a letter from the archdeacon remains a requirement).

## Society for the Relief of Poor Clergy Grants

Several clergy applied at the suggestions of their archdeacon for grants last year, so the Society for the Relief of Poor Clergy (SRPC) has asked that you are reminded again that they have funds to assist the following:

- Evangelical clergy of the Church of England, the Church in Wales, the Church of Ireland and the Scottish Episcopal Church.
- Evangelical accredited lay workers (those who have been nationally selected, trained and licensed for Anglican ministry, and Church Army officers who have been commissioned and hold the Bishop's licence)
- Widows and widowers of the above

Grants are made to help meet the following categories of need, and the Trustees have the discretionary power to consider other circumstances, but only where these are giving rise to exceptional hardship. The Society's resources are limited, and grants may therefore have to be refused even where the required conditions have been fulfilled:

- bereavement
- illness
- family support to enable young people to participate in a 'ministry experience' during a gap year before university
- family support to enable children/young people of evangelical ministers to attend Christian camps, for their spiritual benefit and to develop leadership potential.
- other special needs (at the Committee's discretion).

Grants are not normally given for school fees, but may be given for special tuition, and for other costs associated with the expense of education, or towards travel expenses.

The Trustees meetings to consider applications are:

Tuesday 15th March 2016 (applications to be submitted by 23rd February 2016)

Tuesday 24th May 2016 (applications to be submitted by 3rd May 2016)

Tuesday 4th October 2016 (applications to be submitted by 13th September 2016)

Those interested are required to complete an application form, which should be returned to the Secretary, preferably by email. An application form and further information can be found on the web site. Contact details for enquiries, information and applications:

E: [secretary@srpc-aid.com](mailto:secretary@srpc-aid.com)

website: <http://srpc-aid.com>

tel: 07962 227959

## Courses and events

The following may be of interest to some of you:

### Architecture and the contemporary church

A symposium at St Mary Redcliffe (Bristol) on 23 February 2016. Further details [here](#). This event is built around the development of proposals for new facilities at this greater church. Speakers include Lloyd Grossman, Chair of the Churches Conservation Trust and The Rt Revd Nicholas Holtham, Bishop of Salisbury. They will share insights on heritage, culture and spirituality and help us think creatively about inspiring architecture for the contemporary church.

### London Lectures at Winckworth Sherwood, Montague Close, London SE1 9BB

Further information and booking with Andrew Male on [admin@ecclawsoc.org.uk](mailto:admin@ecclawsoc.org.uk)

**16<sup>th</sup> March 2016** – Winding up and leaving religious communities with Francesca Quint, Barrister and Specialist in Charity Law and Alastair Hunter FCA

**22nd June 2016** – Andreas Hendriksen Arflot, the Church in Norway, on Church and State in the process of dis-establishing the Norwegian Church

**19<sup>th</sup> October 2016** – Confirmation of Episcopal elections – Chancellor Tim Briden, Vicar General

### Ecclesiastical Law Society Annual Conference 2016

will be held on Saturday 12<sup>th</sup> March 2016 at the Bridewell Institute, Bride Lane, London, with worship at St Bride's Church, Fleet Street. The theme will be *Freedom from and of Religion* and the keynote speaker will be Baroness Hale of Richmond, Deputy President of the Supreme Court, with David Burrowes MP and Mark Hill QC. For further details and booking forms contact Andrew Male on [admin@ecclawsoc.org.uk](mailto:admin@ecclawsoc.org.uk)

Sarum College offers a wide range of courses and events which relate to the practice of ministry, among them is **Liminal Leadership: transforming leaders for a changing world** Monday 16<sup>th</sup> to Thursday 19<sup>th</sup> May 2016 led by Rosy Fairhurst, Nigel Rooms and Keith Lamdin, cost £590

Further details are available at: <http://www.sarum.ac.uk/event/2016-liminal-leadership-transforming-leaders-for-a-changing-world>

### **Transforming Vision: knowing and loving the triune God**

at Pusey House Oxford from Wednesday 29<sup>th</sup> June to Friday 1<sup>st</sup> July 2016 Cost £115 (£85 if booked before February 2016) plus £65 per night for accommodation at Lincoln Hall or St Cross College. With a host of well-known contributors, including Dr Rowan Williams. For more information, go to: <http://www.puseyhouse.org.uk/2016-theological-conference.html>

### **Future Dates**

West Midlands Archdeacons 2<sup>nd</sup> – 3<sup>rd</sup> February Shallowford House

Church in Wales Archdeacons 8<sup>th</sup> February Shrewsbury

South East Archdeacons 8<sup>th</sup> – 9<sup>th</sup> February Royal Foundation of St Katherine

Europe Archdeacons 7<sup>th</sup> – 9<sup>th</sup> March Frankfurt

North West Archdeacons 21<sup>st</sup> April Preston Minster

South West Archdeacons 6<sup>th</sup> May

Church in Wales Archdeacons 17<sup>th</sup> May St Michael's College Llandaff

York Province Archdeacons 13<sup>th</sup> – 16<sup>th</sup> June Ryedale Hall

South Central Archdeacons 13<sup>th</sup> – 14<sup>th</sup> June The Elvetham, Hook,

New Archdeacons' Conference 21<sup>st</sup>–23<sup>rd</sup> June 2016 Hinsley Hall, Leeds

National Archdeacons' Forum 13<sup>th</sup> July Church House Westminster

Church in Wales Archdeacons 25<sup>th</sup> – 26<sup>th</sup> July Llangasty

National Archdeacons' Conference 23<sup>rd</sup>–25<sup>th</sup> January 2017 The Hayes Conference Centre, Swanwick.