



THE CHURCH
OF ENGLAND
BIRMINGHAM



Archdeacon of Aston Information Pack

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Introduction from the Bishops



The Rt. Revd Dr. Michael Volland was confirmed as the 10th Bishop of Birmingham in November 2023 and is very much looking forward to taking up his episcopal ministry from March 2024, following his installation service at Birmingham Cathedral. It is an exciting time in mission and ministry in the diocese and region, and Bishop Michael is looking forward to working with and continuing to build a strong missional team of which the new Archdeacon will be a key member.

The Rt. Revd Anne Hollinghurst, Bishop of Aston and currently Acting Bishop of Birmingham, also extends her greetings to applicants and would be delighted to speak with those considering putting in an application, if there are further questions that may you have.

The new Archdeacon of Aston will make a highly significant contribution to the life, wellbeing, growth and flourishing of our new oversight areas, churches, chaplaincies and worshipping communities, and in encouraging strategic development and furtherance of our mission priorities. Here in the CofE Birmingham we are blessed richly with creative talent and commitment amongst our clergy and lay ministers, and we are looking for an Archdeacon who will rejoice to come alongside in enabling leadership.

The new Archdeacon of Aston will join a senior team of able and supportive colleagues who enjoy working collaboratively with a high degree of trust, both in one another and in the leading of the Holy Spirit to enable us to navigate some of the real challenges ahead.

We are a diocese confident of God's provision as we continue to re-imagine transforming mission and sustaining ministry that serves the people and communities of our wonderful diverse city and region.



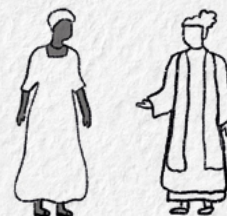
Introduction

We are looking for an Archdeacon of Aston who can help direct, shape and enable the ministers and communities of the archdeaconry, and beyond, to grow the church at the heart of each community and to fulfil the potential of our Transforming Church strategy.

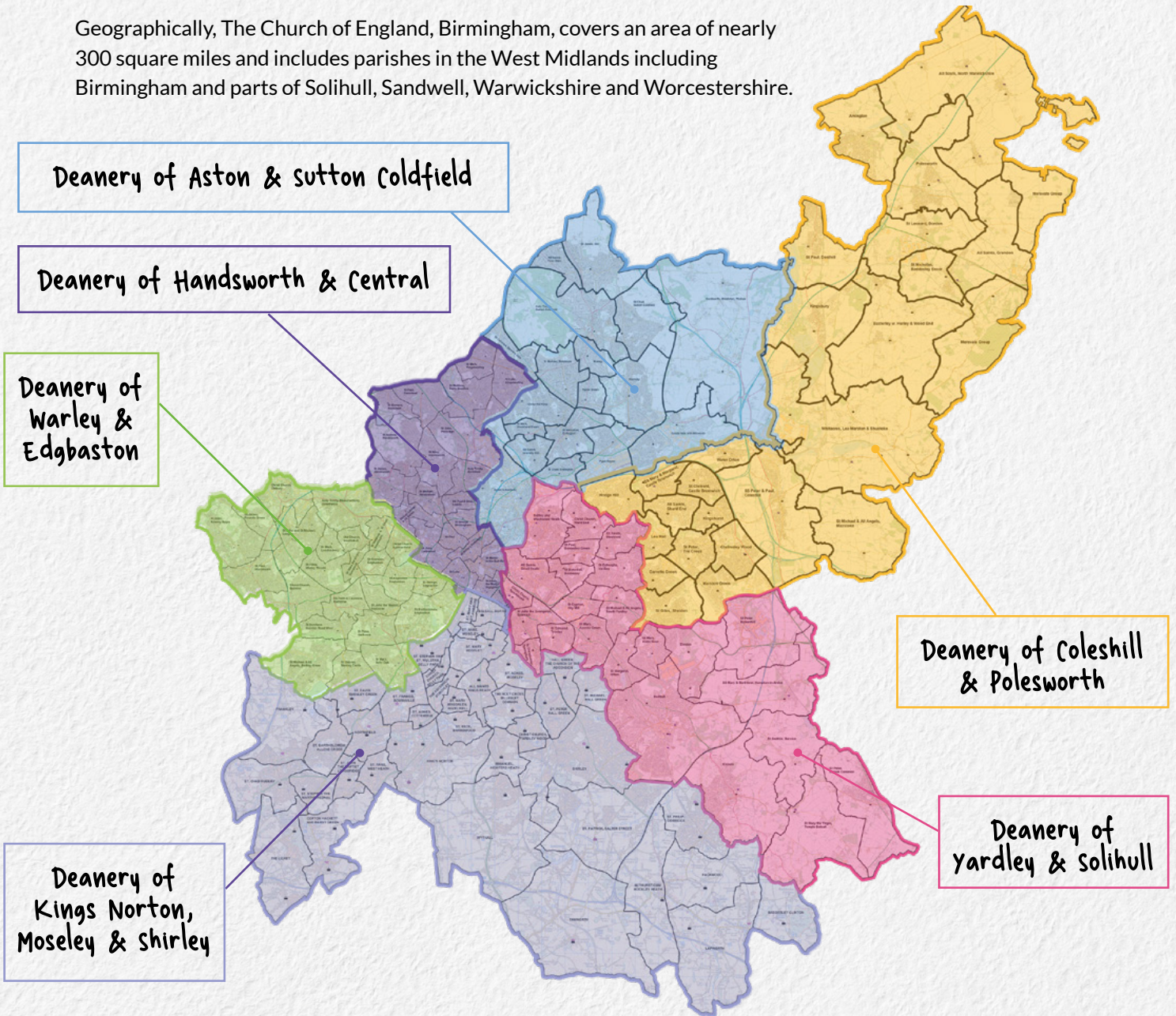
The context in which we serve



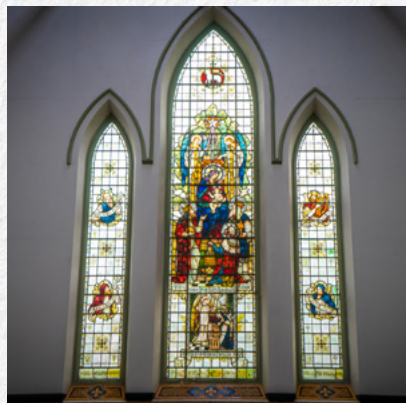
Birmingham is the UK's second city with the youngest urban population in Europe and one of the most lively, diverse and creative regions. Birmingham becoming the cradle of the industrial revolution gave rise to the identity of a 'city of a 1000 Trades', however our rural parish communities make up 15% of our family. As hinted at by the incredible wealth of languages found in the region's education establishments, the Church of England Birmingham is perhaps better reflected as 'a region of a 1000 cultures and traditions'



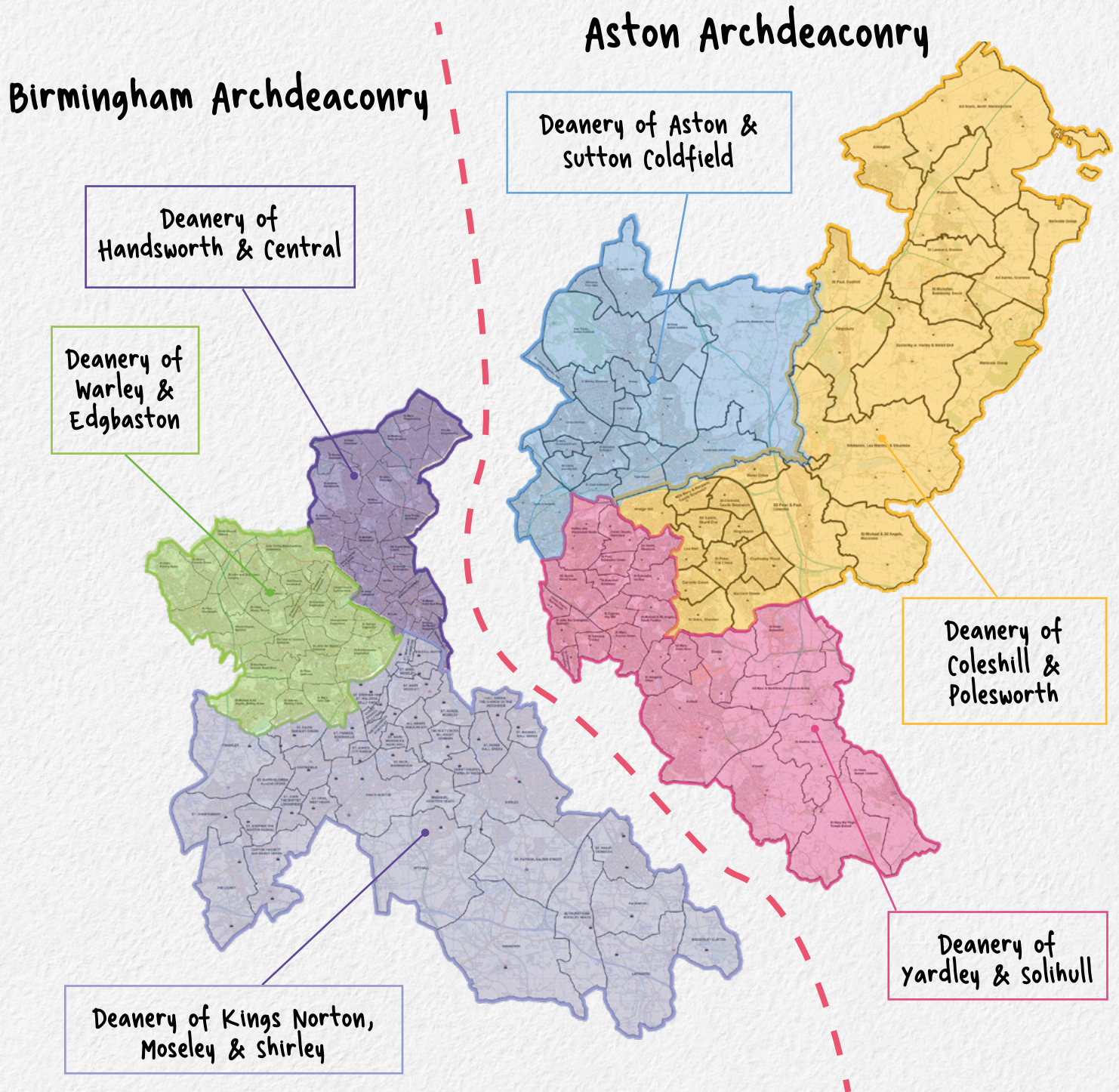
Geographically, The Church of England, Birmingham, covers an area of nearly 300 square miles and includes parishes in the West Midlands including Birmingham and parts of Solihull, Sandwell, Warwickshire and Worcestershire.



Right at the heart of what we do there are over 180 Church of England worshipping communities with an average weekly attendance of 17,000 from a population of 1.5 million. The diocese has 180 church buildings ranging from historic listed buildings to brand new, purpose-built places of worship or those re-ordered to more effectively serve the mission of God. Over 170 licensed clergy, both stipendiary and self-supporting serve in the diocese alongside over 115 licensed Readers who help with leading services and pastoral work and numerous others undertaking commissioned or more informal ministries.



The diocese has two archdeaconries – Birmingham and Aston with an approximately equal split of worshipping communities. The churches of both archdeaconries represent a wide scope of Church traditions with different contexts (rural, suburban, market town, outer estate and inner urban) and a breadth of diversity of the communities they serve; increasingly our city-region is described as ‘super-diverse.’



Worshipping communities across the diocese are supported by a dedicated team based at John Cadbury House in Birmingham City Centre. This team supports churches and congregations across the diocese with realising their part in fulfilling the potential of our shared Transforming Church vision. From here, as well as providing support with ministry and mission, our other parish services include governance, property, HR, finance and safeguarding.

Across the diocese there are over 50 Church of England primary and secondary schools educating over 18,000 pupils every day from the same diverse communities when they are located. These schools are a mixed of voluntary aided and academies, as well as our own Birmingham Diocesan Multi-Academy Trust which includes both church and non-church schools. The Education Team, overseen by the Diocesan Board of Education (a sub-committee of the DBF) provides to all church schools support with religious education and Christian ethos, as well as governance, recruitment, admissions support and building projects.



The Archdeaconry of Aston is made up of the deaneries of Aston & Sutton Coldfield, Coleshill & Polesworth and Yardley & Solihull. The deanery profiles can be found at the end of this document, giving a fuller flavour of the variety of distinctive and contrasting contexts in the archdeaconry. These include a significant proportion of interfaith communities, as well as rural areas, largely from former mining communities.



At the heart of our calling to serve each of the diverse communities of our region in all their variety of contexts is our renewed commitment and focus on our shared diocesan Transforming Church vision:

Growing churches at the heart of each community

A vision first discerned in 2009 that has continued to capture the essence of the Church of England Birmingham ministries, mission and our energy for innovation. Expressed uniquely by our Parishes, in their newly forming Oversight Areas, across refreshed Deaneries and as a Church of England diocese of multiple charisms. A calling to be transformed ourselves and together be an active transforming church. God is real, alive and active among us. Continuing to grow ourselves as disciples of Jesus Christ and in awareness of our walk with him, as well as inviting others to follow him, is the heart of our activities.

Our strategy for continuing to live out our Transforming Church vision in the fullness of the mission and ministry that God calls us to is expressed for this season through the Core Principles.



Grow in number of disciples (more)



Church Planting Hope on Smith's Wood



The Hope on Smith's Wood project has more than exceeded expectations. This past year has seen the Smith's Wood community establish itself through Sunday services usually meeting fortnightly (depending on finances), community meals (four to five a year), a weekly stay and play group, elderly winter packs, emergency food parcels, fortnightly place of welcome, and an annual Christmas Toy drive and Easter egg drive linking with local schools. The much needed and valued men's group, targeting men's mental health and wellbeing, has excelled. Hope on Smith's Wood is being seen as vital, not only by people of faith but also among the wider community and their partners. Through this Church Plant a Christian influence has been established within the decision-making process of what happens, and will happen, to and in the Smith's Wood community, as well as working with key decision makers to also work with the most vulnerable residents. Hope on Smith's Wood is contributing significantly to the wider local area with its large extended Church and community family.



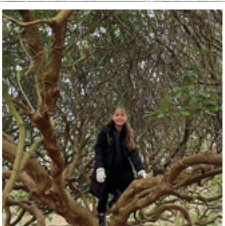
Tea, Toast and Jesus at St. Paul's, Bordesley Green



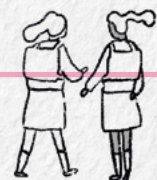
Following two years without worship services at St. Paul's, Bordesley Green, it was exciting to launch a new expression of church with 'Tea. Toast. Jesus.'. Simple food, simple liturgy, and the encouragement to discuss with one another a question or thought related to the weeks' reading. It has resulted in a community growing in openness and honesty with one another. While numbers grow slowly, it has been encouraging to see that new people who come are having their unique needs met in ways that perhaps our more traditional services would fail to do. God is at work!



Forest Church at the parish of the Whitacres, Lea Marston and Shustoke



The Forest Church gathering is an exciting new expression of church which started in 2022 offering a unique opportunity to connect with God in the great outdoors. This type of church encourages spiritual exploration in the natural environment outside the traditional confines of a church building, and can include activities such as tree planting, foraging, and creating natural bird feeders. By immersing ourselves in God's glorious creation, we can gain a deeper understanding of the divine and our place within it. Forest Church offers a fresh, dynamic approach to worship that is perfect for those an immersive spiritual experience. In 2023, the church looks forward to exploring new ways to deepen understanding of God through Forest Church, including bushcraft activities such as fire starting, shelter building and wild edible foraging. These activities can offer an opportunity for individuals to develop a deeper connection with the natural world and the divine through hands-on experiences.



Engage with children, youth, families and other missing generations to reflect the age profile of the wider population across the diocese



A new Youth Group in All Souls, North Warwickshire



After three years of planning and praying, Michelle started 'Youth 139' in September 2022 in the village of Austrey in the parish of All Souls, North Warwickshire. 37 young people are coming along to its meetings in the local school. They play games, enjoy craft activities and end the night by playing their favourite game – dodgeball!

This generation has missed making significant connections with their peers because of lockdown, so Youth 139 is a place where they can enjoy the company of their friends and a place where they can come to know they are "fearfully and wonderfully made".
Psalm 139:14



Children's and Families Mission Enabler at St Giles, Sheldon



Our new Children's and Families Mission Enabler, Emma Cartwright, at St. Giles has seen five families regularly come to church since September. The children are welcomed and included in the full service, so they can worship as a family. Some parents have expressed an interest in becoming volunteers on the Messy Church team in 2023!



Deanery Confirmation at St Margaret's, Olton

In early 2022, St Margaret's Church began preparing candidates from across the Solihull & Yardley Deanery for Confirmation. They met together on six Sunday evenings to explore what it means to be a communicant member of the Church of Christ, through sharing the stories of faith journeys, digging into Scripture, praying together and, of course, eating lots of cake!

In March, Bishop Anne, and our area dean, Nick Parker, were welcomed, to the Sunday morning service as twelve wonderful children of God, ranging in age from 15 to 75, were confirmed.



Achieve financial sustainability



Generosity Week at St Andrew's, Chelmsley Wood

In October 2022, St Andrew's, Chelmsley Wood, celebrated God's generosity with their own Generosity Week. The team worked with our Generous Giving Lead to produce a video celebrating their mission and ministry, as well as the incredible generosity of those who support the church as they serve the people of Chelmsley Wood. The stories of some of their volunteers were shared throughout the week on social media and during the services of thanksgiving and gratitude that book-ended the week. Revd Andi Thomas spoke about how the generosity of time, skills and financial gifts help bring forth God's Kingdom in communities.



Worshipping communities are diverse (meaning representative of our communities) and accessible to all



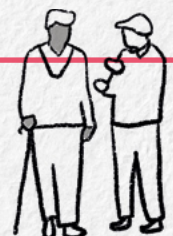
Welcoming families from Hong Kong at Knowle Parish Church

Knowle Parish Church has been delighted to welcome many new families from Hong Kong into church and local community. The families have begun to get fully involved in church life – serving on the worship, tech, hospitality teams and more. The church hosted a 'share and prayer' for Hong Kong event for the whole community and recently a Lunar New Year party. Many families are from a Christian background, but there are also some coming to church who are not, and for whom church is completely new. The church community at Knowle is being enriched and the missional potential going forwards is significant and exciting.



Ukrainian Carol Service at St Margaret's, Olton

A carol service for the network of Ukrainians and their host families in Solihull was held on 22 December 2022. A mixture of Ukrainian and English carols were sung with St Margaret's choir who also sang 'Carol of the Bells' written by Ukrainian composer Mykola Leontovych. Beforehand, members of the congregation were overheard practising their Ukrainian greetings. A Ukrainian friend from Taizé, who lives with in the local area, translated from the front during the service and Bishop James Langstaff gave the blessing in Ukrainian at the end. It was a taste of heaven where one day every tongue and tribe and nation will worship together.



Grow in partnerships and impact in the community



Interfaith Iftar at St. Paul's, Bordesley Green

A highlight of the last year was the Interfaith Iftar that was organised at St. Paul's, Bordesley Green. At a community meeting, a Muslim friend suggested that a community iftar, the meal which breaks the Ramadan fast, would be a good idea. Around 60 people attended, ate together, spoke to new people, and discussed ways in which people of all faiths could work together to improve our community. There is a hope to run it again in Ramadan 2023.



Archdeacons in Church of England Birmingham

The two Archdeaconries in Church of England Birmingham, Aston and Birmingham, have Archdeacons sharing in the Bishops' leadership of mission and pastoral care in their archdeaconry.

The role of Archdeacon is focused on transforming our churches by leading and carrying our diocesan vision and strategy as a member of the Bishop's Senior Team and ensuring that this is implemented within the worshipping communities, working in close collaboration with the Bishops, the other Archdeacon and the Area Deans in their archdeaconries.

In particular, the Archdeacons represent the Diocesan Bishop in overseeing the resourcing and financial management of the diocese as it relates to the deployment of ministerial resource and worshipping community structures, working closely alongside our professional finance, HR and property teams.

The role description for the Archdeacon along with a person specification for the role of Archdeacon of Aston, is included below. Whoever is appointed will also bring their own unique experiences, wisdom and passions and will develop a particular portfolio depending on their own skills and the needs of the diocese.

We are currently very underrepresented by people of global majority heritage and therefore would particularly welcome candidates who will strengthen the diversity of, and representation of those whom we serve, in of our senior leadership team.



The Archdeacon's Responsibilities



- To fulfil the statutory functions of an Archdeacon;
- To share with the Bishops in the pastoral care of ministers and their families;
- To work alongside Area Deans with regards to issues that arise in deaneries and parishes, including suitable support for parishes during vacancies;
- To promote and model self-wellbeing;
- To undertake other duties as agreed with the Diocesan Bishop.

To develop the strategic priorities of Church of England Birmingham within the archdeaconry

Parish Growth

- To be a key advocate of God's mission and ministry through the church in its many and varied forms;
- Working with colleagues in our Mission Support team to seek to ensure that each parish has a Mission Action Plan which is clear and challenging and regularly reviewed.
- To inspire, encourage and motivate ministers and others to be agents of God's transforming grace in the communities where they serve;

Church Planting

- To work with the Director of Mission Support and Area Deans to identify and consult with potential parish locations for revitalisation and church planting
- To lead the organisational and legal aspects of revitalisation and church planting
- To participate in the appointment process for pioneer and church planting incumbents



Structure and Culture Change

- To attract, recruit, develop and retain high calibre disciples to a variety of ministries;
- Supporting the Director of Ministry, to foster the equipping of ministers for mission, evangelism and disciple-making, as the nature of ministry changes, ensuring participation in regular ministerial development reviews, making plans for development, change and succession
- Ensuring that we are broadening and deepening the contributions to leadership and leadership potential in those from underrepresented groups, especially those of GMH/UKME backgrounds
- To observe and promote proper procedures to safeguard children and vulnerable adults, ensuring, with colleagues, compliance with relevant legislation and the development of a safe and healthy culture

Sustainability

- To advise and support churchwardens as officers of the Bishop;
- To work with the wider leadership in CofE Birmingham to deploy resources - human, financial and property - both wisely and justly in order to support church growth, aiming for long term sustainability;
- To encourage each parish to work towards financial stability through good stewardship, aspiring to meet at least the full costs of ministry in the parish;

The Archdeacon will be expected to carry other portfolios in line with their skills, interests and the needs of the diocese after a period in office; however they will be expected to be part of the Racial Justice work in the diocese and region.



Key Relationships

The Archdeacon of Aston will be a key member of The Bishop's Senior Staff, comprising: The Bishop of Birmingham, The Bishop of Aston, The Archdeacon of Aston, The Archdeacon of Birmingham, The Dean of Birmingham, the Director of Ministry and the Diocesan Secretary.

The Archdeacon of Aston will also relate closely to:

- Area Deans, Incumbents and other clergy and ministers
- Deanery lay chairs
- Churchwardens, secretaries, treasurers
- Patrons of Benefices
- Diocesan Staff and Bishop's Advisers including:
 - Diocesan Safeguarding Officer
 - Director of Mission Support
 - Diocesan Director of Ordinands and Vocations Development
 - HR Director
 - Finance Director
 - Communications Director
 - Property Director
 - Strategic Transformation Director
 - Community Regeneration Director
 - Interfaith Relations Director
 - Director of Education
 - Diocesan Registrar



The Archdeacon of Aston will be a member of the following committees ex officio:

- Diocesan Synod
- Bishop's Council which comprises four legal entities:
 - The Bishop's Council and the Standing Committee of Diocesan Synod
 - The Trustees and Directors of The Birmingham Diocesan Board of Finance
 - The Diocesan Mission & Pastoral Committee
 - The Diocesan Parsonages Board
- Key sub-committees of Bishop's Council
 - The Finance, Property and Investment Sub-committee (FIPS)
 - The Birmingham Diocesan Trustees Registered who hold assets on behalf of parishes and schools
 - Executive Strategic Change Board
- The Diocesan Advisory Committee (DAC) for the Care of Churches

Statutory Functions of an Archdeacon

The office of archdeacon has its origins in the early history of the Church. An archdeaconry is a legal division of a diocese for administrative purposes within which the archdeacon exercises an ordinary jurisdiction (Canon C22.2). The essential nature of the role has been described as 'being a good steward so that others are freed to be the worshipping, witnessing and ministering Church' (Ravenscroft, the Ven. R.L. The Role of the Archdeacon Today, (1995) 3 Ecc LJ 387)

The Archdeacon carries out duties under the bishop and shall assist the bishop in his pastoral care and office, and particularly shall see that all that hold ecclesiastical office perform their duties with diligence, bringing to the bishop's attention what calls for correction or merits praise. (Canon C22.4)

The Archdeacon's work is responding to a theology of order. Rules and regulations are useful in resolving differences of opinion of interpretation. They save every generation from having to "reinvent the wheel" every time a problem arises or a decision has to be made. If the following of rules can avoid disputes and conflict, then it facilitates the work of the gospel.

The legal responsibilities of an archdeacon are summarised below:

Mission and Pastoral

- The Archdeacon is required on receiving the directions of the Bishop to induct any Priest who has been instituted to a Benefice (Canon C22(5)).
- The Archdeacon is required by Canon to hold yearly visitations (Canon 22(5)).
- An Archdeacon is ex-officio a member of the Diocesan Mission & Pastoral Committee and is an "interested party" in relation to proposals for any pastoral re-organisation. The Archdeacon is in practice responsible for identifying the need for pastoral re-organisation and negotiating proposals with all other interested parties.
- An Archdeacon has the responsibility of convening and conducting an extraordinary meeting of a Parochial Church Council under the Church Representation Rule 23(1).
- Under the Incumbents (Vacation of Benefices) Measure 1977, on a request to the Bishop for an enquiry into the pastoral situation in a Parish on the basis that there has been a serious breakdown in pastoral relationships, the Bishop is required to direct the Archdeacon to take such steps as the Archdeacon considers appropriate to promote better relations between the parties and to advise whether in his/her opinion a formal enquiry into the pastoral situation in the Parish should be instituted.



Parsonages

- Under the Repair of Benefice Buildings Measure 1972, an Archdeacon is an ex-officio member of the Parsonages Board and has special interest in the clergy house in the Archdeaconry. In Birmingham Bishop's Council is the Parsonages Board. In practice, regular parsonage matters are dealt with through a monthly meeting of the Archdeacons with the Property Director and the Diocesan Secretary.

Care of Church Buildings

- The Archdeacon is required to enforce compliance by each PCC with the provisions of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018 in relation to the inspection of its church building/s by a qualified architect or surveyor at least once every five years. Canon C22(5) requires that the Archdeacon shall also survey in person, or by deputy, all churches and churchyards in the archdeaconry and give directions for any necessary repairs.
- Under the Ecclesiastical Jurisdiction and Care of Churches Measure 2018, the Archdeacon is responsible for the enforcement of the faculty jurisdiction in the archdeaconry. The Archdeacon is an ex-officio member of the Diocesan Advisory Committee for the Care of Churches (DAC) and is thus able to explain to the incumbent and churchwardens during consultation the likely attitude of the DAC to church building plans.
- Where it appears to the Archdeacon that something has been done in a church or churchyard in the archdeaconry without faculty where faculty was required, the Archdeacon may convene and chair an extraordinary meeting of the PCC to discuss the matter.
- The Archdeacon may grant a licence for the temporary minor re-ordering for a church for a period not exceeding fifteen months. At the end of the licence period, the Archdeacon must ensure that the parish either applies for a faculty to confirm the changes or returns to church to its previous state.
- The Archdeacon is responsible for considering and authorising (where appropriate) works to a church building or churchyard permissible under List B of the Faculty Jurisdiction Rules 2015, following consultation with the DAC.
- The Archdeacon has the power to order that an article of architectural, artistic, historic or archaeological value that he/she considers to be at risk be removed to a place of safety.

Safeguarding

- Archdeacons are "relevant persons" under the Safeguarding and Clergy Discipline Measure 2003 and are required to have due regard to any House of Bishops' safeguarding guidance issued under s.5 of the that Measure.
- Archdeacons are expected to work closely with their DSO:
 - in the handling of serious safeguarding situations or allegations relating to church officers in parishes;
 - to support and advise parishes in relation to safeguarding policy and practice;
 - to support Incumbents to attend safeguarding training and be familiar with the House of Bishops' safeguarding policies and relevant guidance for parishes; and
 - to assist in monitoring good safeguarding practice in parishes and during their annual visitation by including questions in their visitation articles of inquiry to ascertain whether parishes (PCCs and clergy) are complying properly with their safeguarding obligations, including paying due regard to the House of Bishops' guidance.

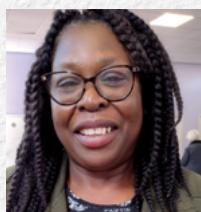


Clergy: pastoral care and discipline

- Canon C22, paragraph 4 provides that an archdeacon 'shall within his archdeaconry carry out his duties under the bishop and shall assist the bishop in his pastoral care and office, and particularly he shall see that all such as hold any ecclesiastical office within the same perform their duties with diligence, and shall bring to the bishop's attention what calls for correction or merits praise.'
- Canon C7 provides for the archdeacon to assist the bishop in the examination of candidates for ordination.
- The archdeacon has no statutory role in proceedings under the Clergy Discipline Measure 2003, but the Code of Practice describes circumstances in which it may be appropriate for the archdeacon to:
 - act as the complainant (paragraphs 10-12);
 - provide pastoral support (paragraphs 100 and 229); or
 - to act as a conciliator (paragraph 139).
- The archdeacon will normally be the person appointed by the bishop to oversee an enquiry into the capability of an office holder under Common Tenure (para 4.1 of the Code of Practice issued under Regulation 31(3) of the Ecclesiastical Offices (Terms of Service) Regulations 2009).
- The archdeacon is usually responsible for overseeing the formal stages of the grievance procedure established under Regulation 32 of the Ecclesiastical Offices (Terms of Service) Regulations 2009.
- Under Part 1 of the Incumbents (Vacation of Benefices) Measure 1977, where a member of the clergy holds office on freehold tenure only, a request for an enquiry on the grounds of serious pastoral breakdown must in the first instance be referred by the bishop to the archdeacon, who is required to report to the bishop whether such an enquiry should, in his or her opinion, be instituted.



Stories from the parishes



All Saints, Gravelly Hill

Christine Hibbert enjoys continuing ministerial development to nourish her ministry as Reader at All Saints, Gravelly Hill; she also works as a Housing Officer for over 55s.



Hodge Hill Church

The Revd Dr Sally Nash is a theological educator, leading a variety of retreats and events for clergy and lay ministers, including the 2021 Away Day for commissioned pastoral teams and Curates' Retreat. Sally is also the Living in Love and Faith advocate for CofEB and SSM Associate Priest at Hodge Hill Church.



St Edmund's Tyseley

The Revd Ann Knight and Mrs Dot Pooler are Local Ministers for St Edmund's, Tyseley, sharing leadership with the support of neighbouring priest, Revd Tom Thomas. Ann serves as an ordained minister and Dot as a licensed lay minister.

The skills and experiences required of the Archdeacon of Aston



Leadership

We are looking for an agent of change and a demonstrable team player with:

- A passion for living the mission of Jesus that excites others to follow;
- An ability to motivate people to contribute positively to the vision and strategic priorities of the Church of England in Birmingham;
- Excellent communication skills and an ability to relate across a wide range of church traditions and social, cultural and ethnic contexts;
- A strength of character and ability to make difficult decisions and implement them.
- Strong collaboration skills and experience. Someone who is committed to our shared vision.

Experience/Knowledge

Previous experience/knowledge should include:

- Proven ability at a senior level as an enabler of mission, ministry and discipleship, possibly as a Rural or Area Dean or Archdeacon;
- Proven ability to engage in the development and implementation of strategy;
- A flexibility and realism in working relationships with a capacity to see projects and tasks through to completion;
- Experience of facilitating conflict resolution;
- Strong experience of safeguarding practices for children and vulnerable adults;
- Good experience of managing budgets and business plans;
- A deep and practical understanding of parish life;
- Ministry as a priest in the Church of England with at least six years in holy orders (Canon C 22.1);
- Knowledge and understanding of the legislative framework in which the Church of England operates.

Personal

Personal qualities should include:

- A compelling, warm and open demeanour with a collaborative working style;
- Ability to build good working relationships with a wide variety of people and styles;
- A strong personal capacity to be flexible and to work under pressure with the demands of the role, including high levels of personal organisation, attention of detail and an ability to work to deadlines;
- Confidence and ability in handling sensitive information with the ability to maintain the highest levels of confidentiality;
- Confidence in using technology such as smart phones, laptops and social media;
- The ability to travel the breadth of the diocese;
- A positive approach to working in an open plan, modern office environment balanced with the opportunity to also work from home;
- An ability to model a responsible and healthy life balance within the demands of ministry;
- Resilience and good humour.

As with all roles in CofE Birmingham, we welcome applications from any individuals who feel that they meet the person specification the post, in particular from those who are currently under-represented in our staff teams, especially those from Global Majority Heritage or UK Minority Ethnic backgrounds.



Terms and conditions

Stipend

The current stipend for an archdeacon is £39,058.

Housing

Housing will be provided and this will be discussed with the successful candidate.

Terms and Conditions of Appointment

This is a full-time office held under Common Tenure, and the office holder will be a member of the Church of England Funded Pensions Scheme.

Location

The office holder will be based at home and also have the use of a hot-desk at the offices of the Diocesan Board of Finance in Birmingham, currently at John Cadbury House, 190 Corporation Street, Birmingham, B4 6QD, with frequent travel throughout the Archdeaconry of Aston, the wider diocese and beyond.

Travel Expenses

Business car mileage is reimbursed at the prevailing diocesan rate in line with HMRC recommendations, currently 45p per mile within the diocese and 30p per mile outside the diocese, with a reduction for mileage over 10,000 miles per year.

References and Checks

The Church of England Birmingham is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment. This office is subject to an Enhanced Disclosure and Barred List check and an unconditional commendation from the individual's current diocesan bishop.

Further Information

To have an informal conversation with the Bishop of Aston regarding this post, please in the first instance, make contact with Rosie Evans, Executive Assistant, on 0121 426 0436 or RosieE@cofebirmingham.com to arrange a suitable time.

Applications

All applications should be made via the C of E Pathways vacancies portal which is accessible via our website at <https://www.cofebirmingham.com/about-us/vacancies/>

Deadline for Applications: Thursday 8 February 2024

Interviews: Tuesday 5 March 2024 at Bishop's Croft, Old Church Road, Birmingham, B17 0BG



Deanery Profiles



Aston & Sutton Coldfield

Aston & Sutton Coldfield Deanery came into being on 1st May, 2019 following the merger of the former deaneries of Aston and Sutton Coldfield. It covers a 'slice' of the city region from one of the most deprived and industrial/post-industrial areas to the direct north of the city centre at the end of the A38M (Aston Expressway), where it meets the M6 expressway (Spaghetti Junction), an elevated stretch of motorway running across north-Birmingham. Moving further out it embraces the former Warwickshire Royal Town of Sutton Coldfield and some bordering rural and urban communities.

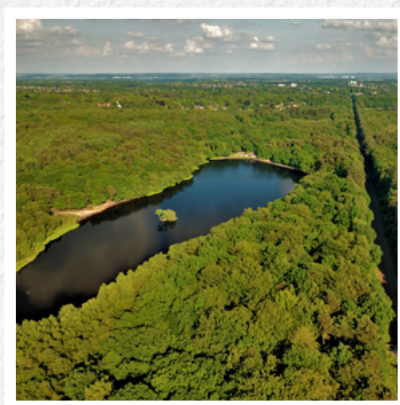
The Aston end is crossed by fixed road boundaries such as the A38 and M6 motorway and these influence relationships and evangelistic possibilities alike. It is largely without much green space and predominantly is poorer residential housing, estates and industrial/post-industrial areas. Sutton Coldfield may be part of Birmingham administratively, but it is not entirely "of" Birmingham with a range of socio-economic contexts; everything from gated mansions to social housing. There are first class schools and the delights of Sutton Park. It is mostly fairly comfortable suburbia, but with one rural multi church benefice and one parish covers an estate in north Birmingham. There is considerable change both in the suburban and post-industrial areas with regeneration, new housing, changing transport patterns and developing social infrastructure growing across the region according to local plans.

Across the area there are considerable medical, educational, industrial and recreational institutions including Good Hope Hospital in Sutton Coldfield, the Belfry golf course, and Aston Villa Football Club near the heart of the city.

The Deanery School (Primary) was established as a resource for all the churches of the former deanery of Sutton Coldfield, with the Area Dean usually serving on the Governing Body.

The deanery has 18 parishes and 23 Churches with a variety of ministry provision including full-time stipendiary, SSM, Readers and a variety of local lay ministers, all collaborating with a large number of voluntary officers and ministry leaders in the churches. Work is beginning in each of the new oversight areas to explore possibilities for shared mission and ministry.

The deanery has a strong ethos of clergy and lay support, with regular Chapter meetings being well attended and appreciated. There is great willingness to embrace the deanery developments and to further grow a culture of mutual appreciation and support of their different contexts. The environment is a key local concern, with an active Environment group made up of representatives of different deanery churches meeting regularly.



Coleshill & Polesworth

On 1 November 2019 the new Deanery of Coleshill and Polesworth came into formal being through a Bishop's Order. This followed considerable diocesan and local consultation. The aim is to make a larger unit which will have more resources to share and bring our diversity closer together in Christian unity, ministry and mission. Under the People & Places Framework the new full time Area Dean works alongside access to enhanced resources for parish supporting bookkeeping, buildings and HR functions. Church of England Birmingham has now moved from 13 Deaneries to 6 new ones.



The western edge of Coleshill and Polesworth Deanery is approx. 5 miles due east of Birmingham city centre, and then stretches further east through a combination of low-income outer estates and more affluent suburban neighbourhoods, moving out to the far North East where some of the most rural parts of the diocese are found. The vast majority of the land covered in this Deanery is rural, however the more urban parts of the Deanery are much more densely populated. This makes the geographic and socio-economic context of Coleshill and Polesworth Deanery extremely diverse and the Deanery is unique in that it includes 4 Councils: Birmingham, Solihull, North Warwickshire and Tamworth Borough Council in Staffordshire.

The Deanery is crossed by the M42 (North-South from North Warwickshire to Coleshill and Marston Green) and the M6 (West to East from Hodge Hill to Coleshill). There are large areas of green space, including the popular Kingsbury Waterpark. The villages range from affluent areas with gated properties to ex-mining communities where there are pockets of poverty. There is a large community of farmers across the areas in North Warwickshire and Staffordshire.

Many of the rural parishes have been developed into multi-parish benefices, or multi-church parishes. Each benefice has its own identity and looks to differing areas for shopping and socialising. Those in North Warwickshire tend to look towards Coventry or Nuneaton, whereas those in Staffordshire look to Tamworth town centre. Many of the villages in the North of the Deanery have poor access to public transport and local services.

Within the more densely populated areas there is also a great deal of diversity. There are a number of suburban towns and villages where there are new housing estates and a growing number of families and young professionals. Equally there are large estates with high levels of poverty and social housing. Parts of the urban West end of the Deanery are seeing significant growth in the number of people with Asian and African heritage, many of whom are Muslim. There are also small but growing numbers of refugees and asylum seekers finding temporary or permanent accommodation in these areas.



Across the Deanery there are considerable medical, educational and recreational institutions. These includes 9 Church of England Primary Schools.

The deanery has 24 parishes /multi-parish benefices, 8 oversight areas, with 35 churches and two church plants; Church on the Wood in the parish of St Andrews Chelmsley Wood and Hope on Smiths Wood with St Clements as its sending church. There is a variety of ministry provision including full-time and part-time stipendiary, full-time and part-time SSM, Readers and a variety of local lay ministers, all collaborating with a large number of voluntary officers and ministry leaders in the churches. There is a celebrated diversity of worship style and tradition across the Deanery.

North Warwickshire has a rapidly expanding population. 27000 new homes are planned mainly along the A5 corridor around Dordon and Polesworth and Amington.

Both former deaneries have traditionally had a strong ethos of clergy and lay support and are very willing to embrace the deanery developments, in order to grow their culture of mutual appreciation and support of their different contexts.

Yardley and Solihull

Yardley and Solihull Deanery is part of the Aston Archdeaconry, and offers a wedge-shaped microcosm of wider society in the West Midlands and across much of the UK. It 'hangs' off two arterial routes: the A41 Warwick Road and the A45 Coventry Road. As a rule of thumb, the parishes in the north and west of the deanery lie in Birmingham, many of which are 'Presence and Engagement' parishes serving areas which are predominantly populated by people of Pakistani origin and identifying as Muslim. The parishes in the south of the deanery lie in Solihull, a separate town and borough with its own local authority, own sense of self and a large rural fringe. Residents here have been more likely to be of English background, identifying themselves as Christian or 'no religion', however it is notable that a growing religious and ethnic diversity is revealed by the most recent census data. Solihull has traditionally been considered wealthy, though this is not wholly true of everywhere. There is typically less money in our Birmingham suburbs and significant deprivation in those deanery parishes which lie nearest to the city centre.



Most shades of Anglican opinion are represented within the churches of the deanery, from Society parishes (clustered in the north) to a few evangelical/'low'/charismatic churches in the south. While Solihull has a rural fringe, the villages and towns in it tend to house wealthy commuters rather than farmers and tractors. As you might expect, churches in the south of the deanery tend to be wealthier, larger and (relatively) younger in profile than those in the north. Major secular institutions which lie within the deanery include the Birmingham City football ground and Heartlands Hospital; and, in Solihull, the National Exhibition Centre, Birmingham Airport and Birmingham International rail station, and the large Jaguar Land Rover car factory. HS2 will also pass through the deanery. There are plans for substantial new housing and other developments that tie in with this.

The deanery contains five church primary schools but no church secondaries. All our schools enjoy close relationships with their churches, and a growing number of them are part of the Birmingham Diocesan Multi-Academy Trust (BDMAT). Needless to say, there is excellent work going on in many of the other schools in our parishes as well – church schools, being few in number, are very far from the sum of the work that we do.

The deanery comprises twenty-five parishes within six oversight areas. Full deployment would be sixteen stipendiary incumbents. Two of the churches also have associate or team vicars, and fairly large staff teams. Our churches are growing more diverse and intercultural, all relative to the areas they serve, but we have some way to go in truly reflecting this in our church leadership teams. There are strong clergy and lay relationships across the deanery and a growing collaborative culture which in some places has deep roots.

The parish of Marston Green has been added to the deanery and will provide the base for a new Area Dean, to serve the parish and deanery on a 50:50 basis, the first of the six recently created deaneries in the diocese to be moving from having a full-time Area Dean.





Growing churches at the heart of each community

