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Archdeacon of the East Riding

Job Pack

Introduction

The Archbishop of York, in collaboration with the Bishop of Hull and the Diocesan Secretary, is seeking to appoint a new Archdeacon of the East Riding, following the appointment of the Venerable Andy Broom (Archdeacon from 2014 - 2026) to lead a parish revitalisation in a partnership between the Dioceses of York and Sheffield which will begin in the autumn.

Archdeacons' priestly, pastoral and teaching role is fundamental to their ministry in the Diocese. They are called, with the bishops, to be leaders in mission, to facilitate and stimulate growth through working with the York Diocesan Leadership Team (YDLT) shaping the culture and direction of the diocese. They must be confident in enabling and resourcing the structures of the church to serve God's mission. They must be self-motivated and resilient in their own spiritual growth in a post which differs from primarily being focussed within a stable worshipping community. They must have a capacity for good communication (listening as well as speaking), empathetic engagement across contexts and cultures, and a sense of call to supporting the work of others.

The Diocese of York

The Diocese of York is a seed bed of both early Gospel witness and the beginnings of the church in this land. Many nationally significant local saints are honoured and remembered across the three archdeaconries within the diocese, providing us with both a deep and rich history and an inspiration for a dynamic and missional future.

Geographically the diocese stretches from the Humber to the Tees, and from near the A1 to the Yorkshire coast. It is the largest diocese in the Church of England by square miles (more than 2 hours' drive from north to south), and 14th in terms of population (1,442,000). The A1 and A19 run north to south, the M62 serves Hull, and we have the East Coast Main Line, Hull Trains and Trans Pennine rail networks. Population diversity within the Diocese also varies. In some places, like the rural centre of the Diocese and the East Riding, over 96% of the population identify as White British, while in Middlesbrough that number is closer to 86%.

The Diocese is increasingly economically diverse, and the Hull and Middlesbrough areas becoming noticeably poorer through redundancies and closures, and there are gaps between rural affluence and rural poverty. The main concentrated centres of population are Hull, Middlesbrough and York.

There are 573 churches in the Diocese, which is served by three Archdeaconries:

- Cleveland (the Bishop of Whitby)
- East Riding (the Bishop of Hull).
- York (the Bishop of Selby)

There are 122 Church of England Schools of which 53 are in the York Archdeaconry, 41 in the East Riding and 28 in Cleveland.

Further details about the diocese as a whole can be found at:

<https://dioceseofyork.wpenginepowered.com/wp-content/uploads/2024/04/lcs-consultations-diocesan-information.pdf>

Living Christ's Story

The vision for the Church of England in the 2020s is to be a Christ-centred church, growing Simpler, Humbler and Bolder and shaped by the five marks of mission. In response to this call, **Living Christ's Story (LCS)** (www.dioceseofyork.org.uk/living-christs-story) and the strategic plan that accompanies it were approved by the Diocesan Synod in November 2022. The strategic plan continues to develop and evolve. LCS builds on an earlier expression of priorities that shaped successful bids for national funding to extend our reach and grow leaders in our lowest income communities and amongst those in their 20s-40s. LCS is intentionally aligned with the national Church of England: Vision and Strategy.

“To live Christ's story is to be part of God's mission of love in and for the world today and we need a flourishing and sustainable church to help make this happen. We are, therefore, called to live this story of Christ in the communities we serve. We are, as it were, invited to write the next chapter in the Acts of the Apostles: the life of God's church here in the Diocese of York.”

In particular, we are committed to these four priorities –

1. **To become more like Christ,**
2. **To reach out to people who do not yet know Christ.**
3. **To grow churches of missionary disciples which are younger and more diverse.**
4. **To transform our structures and finances**

This will mean the revitalisation of our parishes, chaplaincies and new worshipping communities so that there is a viable and flourishing presence in every community: Deaneries, with Deanery Plans and Deanery Leadership Teams, are essential partners in this revitalisation. We are working to live within our means and develop models of ministry which are affordable and sustainable with flourishing lay and ordained ministry. All this also calls us to a spiritual and theological renewal about what it means for each of us to be a follower of Christ; to be someone who lives Christ's story.

The Archdeaconry of the East Riding

The Archdeaconry of the East Riding covers the southern and eastern parts of the diocese. It contains a great variety of contexts including large rural areas, market towns, a long coastline with four prominent seaside towns, as well as the City of Hull. It is not completely coterminous with the East Riding Council boundaries and includes parts of North Yorkshire. It is the largest Archdeaconry in terms of population with 41% of the total diocesan population and has significant areas of deprivation with 55% of the total diocesan deprivation indicators.

The archdeaconry is full of contrasts. Along with the city of Hull, there are large rural areas, many of which are focused on vibrant market towns such as Beverley, Driffild or Howden and a collection of seaside towns. Village life is generally healthy, but some communities suffer from a sense of isolation and have seen a reduction in local services. Whilst some are focussed on market towns, there are also sprawling areas of small villages and hamlets which have no nearby centre. The quality of the church buildings in the rural areas is notable with well over 50% being listed as Grade 1 or 2*. These buildings can feel like both a burden and a grace for their communities, some of which are struggling to maintain them. We are trying to avoid ever-growing Benefices, so support to revitalise parishes is

essential, as are innovative responses for rural communities and their buildings. There is considerable wealth in some of the rural areas but also pockets of significant deprivation, especially close to the coastline.

The seaside towns of Scarborough, Bridlington, Hornsea, and Withernsea see their resident populations grow noticeably with holiday makers over the warmer months. These towns retain their charm but in parts also look tired and worn. The attraction of 'being on the edge' with all its beauty also brings the challenges of attracting resources and people to serve the communities. This is particularly so on the Holderness peninsula with a growing sense of isolation as the land narrows towards Spurn Point but can be a feature of the seaside towns too. The coast draws many seeking a relaxing retirement but also a disproportionate number of social issues, with a number of parishes being in the top 10% most deprived nationally. Despite this, there are many examples of healthy church life in these coastal towns.

Hull is characterised by a long and proud maritime history, a huge community spirit, and is experiencing an injection of life and regeneration prompted, in part, by having been the City of Culture in 2017. It faces many challenges with its location, low profile nationally, and poor transport links all contributing to a sense on the ground of being 'forgotten'. Hull suffered heavily in the Second World War and was left behind as the rest of the country was rebuilt. A particular feature of the post-war period was the building of large outer estates which have become some of the most deprived estates in the country. Seven of the 100 most deprived parishes in the country are in the Hull Deanery. Hull has been nationally identified as a priority for three of the new Pride in Place community funding initiatives.

The archdeaconry comprises 8 deaneries, although due to its size Hull Deanery has three Clergy Chapters. Considerable energy has been invested in developing the leadership gifts of the Area and Lay Deans and this team functions well. Each Deanery has a Deanery Leadership Team who, supported by the Bishop and Archdeacon, share in the development of the local Deanery Plan and the oversight of local mission strategy within the Deanery.

[Heart4Hull](#) is the collaborative work across Hull Deanery that brings together the Deanery planning and Living Christ's Story vision. Driven by a Heart for Hull Working Group, made up of members across the Deanery, this work is supported by the Heart for Hull Enabler and a part-time Administrator. Whilst the Bishop of Hull oversees this work (along with a Heart for Hull Governance Group), we are currently appointing an Associate Archdeacon for Hull, who will have specific responsibility for leading this work across the deanery. The Archdeacon of the East Riding will therefore work closely with the Associate Archdeacon of Hull in the delivery of the Heart for Hull mission within Living Christ's Story. Whilst sharing some aspects of ministry with the Associate Archdeacon, the Archdeacon of the East Riding will retain the archidiaconal authority for Hull.

The deaneries of Bridlington, Hull, and Scarborough all host Mustard Seed Stepping Up programmes which promote and support new worshipping communities and developing lay leaders in places where life is tough: [Mustard Seed](#).

The Archdeaconry could be described as 'low church' with a high predominance of Evangelical and Central clergy and relatively few who would describe themselves as Catholic.

The close relationship between successive Archdeacons and the Bishops of Hull has been a strength of the Archdeaconry. The current Bishop, the Rt Revd Dr Eleanor Sanderson, has been in post since 2022.

The Task of the Archdeacon

The Archdeacons, who are constitutionally officers of the Diocesan Bishop, play a key part in supporting Archbishop Stephen's mission and ministry. In the Diocese of York, in addition to holding specific delegated episcopal authority for the Archdeaconry of York, the Bishop of Selby serves as Lead Bishop for the Diocese, supporting the Archbishop in their Diocesan role. The Bishop of Hull takes responsibility as Lead Bishop for Discipleship and Evangelism and the Bishop of Whitby takes responsibility as Lead Bishop for Growing Younger and More Diverse. The Archdeacons represent the Diocesan Bishop's interests in policy making and the life of the diocese through ex-officio membership of the statutory, synodical and other major committees of the diocese.

The Archdeacons, through membership of the Diocesan Leadership Team (YDLT) and Archbishop's Council (which in York serves as the board of trustees of the DBF), share in the formation of strategy for leadership and oversight across the diocese, with special responsibility for buildings, law and finance.

They play a key role in the working of the DAC, are members of the Mission & Pastoral, Closed Churches, Finance and Property sub-committees, and are Trustees of the Ministers' Relief Fund (a diocesan clergy support charity).

In addition, each Archdeacon:

- a. works closely with the Diocesan Safeguarding Officer in the handling of serious safeguarding situations relating to church officers in parishes and monitoring, attending (and chairing when appropriate) Safeguarding Case Review Meetings and supporting and advising parishes in relation to safeguarding policy and practice.
- b. with the Bishop, exercises pastoral oversight within the Archdeaconry, working with Area Deans in the pastoral care of clergy, their families, and church officers (drawing on the expertise of the Advisor in Pastoral Care where appropriate).
- c. works with the bishops in implementing the terms of the Mission and Pastoral Measure 2011, ensuring and overseeing deanery planning and deployment strategy, and convening visits of Archdeaconry Pastoral Working Parties in matters of pastoral reorganisation.
- d. under the guidance of the Registrar or Diocesan Chancellor, is appropriately involved in matters of clergy discipline and capability procedures, including specific duties specified in the Clergy Discipline Measure 2003 and the Ecclesiastical Office (Terms of Service) Measure 2009.
- e. shares with the Chancellor in the exercise of Faculty Jurisdiction and dealing with those applications normally assigned to Archdeacons.
- f. supports parish officers during clergy vacancies and works with the Bishop in the processes leading to the appointments of incumbents and other ministers.
- g. inducts new incumbents and installs Priests in Charge at their Services of Welcome and presents those to be ordained in the diocese as Deacons and Priests.
- h. conducts Ministerial Reviews along with the Bishop of Hull and the team of Bishops' Reviewers
- i. conducts Archdeacon's Parochial Visitations in parishes (under Canons F17 & 18) and carries out duties under the Inspection of Churches Measure 1955.
- j. ensures that the parochial returns for the Archdeacon's Visitation are collated.

- k. oversees the arrangements for the admission of churchwardens including (unless the Archbishop holds an admission in person) the admission services within the archdeaconry.
- l. visits churchyards, chapels and churches to prepare reports for the Registrar when consecrations or closures are required.
- m. composes Role Descriptions for ecclesiastical offices and visits new incumbents after six months to review them.
- n. visits parsonages with the diocesan surveyor during vacancies to agree ingoing works.
- o. convenes meetings of Deanery Financial Advisors and works closely with the diocesan finance team to oversee the local outworking of the Free Will Offer process for contributions to the Common Fund.
- p. will be required to assume responsibility for some aspects of diocesan strategy and leadership, as required by the Archbishop.
- q. is an ex-officio member of the College of Canons of York Minster.

Considerable time spent is in meetings and travel, and the Archdeacon must ensure that those meetings are instruments of mission and building relationship, being the voice of parishes to committee members and communicating the significance of the common life of the diocese to parishes.

The Archdeacon acts as a bridge builder, a focus of pastoral care and support, and an encourager of fresh initiatives. It is thus a spiritual, enabling ministry, with important administrative and regulatory functions, and being able to understand the missional and ministerial implications of all the meetings and decisions is at the heart of the role.

In order to achieve this, it is vital that good communication and partnership is maintained with the Archbishop, the Bishop of Hull, the other archdeacons, the Diocesan Secretary and the teams based at Diocesan Office, the Diocesan Registry, and the Deanery Leadership Teams of the Archdeaconry.

Support is provided by a part time PA, based out of the Archdeacon's home with whom it will be important to establish and maintain a good working relationship. The Archdeacon acts as line manager.

In addition to the duties that are intrinsic to the role of the Archdeacon of the East Riding, members of the Diocesan Leadership Team may be asked to take responsibilities for particular aspects of the diocese's mission, taking their individual skills and interests into account. By way of example, the Archdeacon of York took a particular interest in supporting the Free Will Offer scheme and chairing the Generous Giving oversight group, the Archdeacon of the East Riding has acted as Project Sponsor for the Multiply programme and the Archdeacon of Cleveland has a particular focus on ministerial wellbeing and currently chairs meetings of the Safeguarding Operational Group.

Within the Archdeaconry, as a Colleague of the Bishop of Hull

The prayerful and mutually supportive relationship between the Archdeacon of the East Riding and the Bishop of Hull is essential, typically meeting weekly either face to face or online. The Archdeacon shares with the Bishop pastoral oversight of clergy and lay ministers and may act as line manager for employed specialist ministers. The Archdeacon undertakes Ministerial Development Reviews with between eighteen and twenty clergy per year.

The Bishop and the Archdeacon meet regularly with the Area & Lay Deans of the archdeaconry.

Encouraging and advising churchwardens and other lay officers is a core part of the Archdeacon's role within the archdeaconry, as is work with Deanery Financial Advisers.

The Archdeacon also serves as an ex-officio trustee of the Ann Watson Trust together with two Archdeaconry based clergy charities: the Emily Wilson-Barkworth Trust and the East Riding Clergy Charity.

There will be opportunities to collaborate, with the Bishop especially, in working with other churches and Christian organisations to enhance partnerships with local authorities, government agencies, community groups and ecumenical partners.

Within the Archdeaconry, as a line manager for the Associate Archdeacon of Hull

As mentioned above, this is a new role developed further to the successful launch of Heart4Hull and for which additional national funding has been received.

Hull Deanery is the largest in the Diocese of York—larger than some entire dioceses—and offers a landscape rich with opportunity, innovation and grassroots energy. Known for both its resilience and its significant challenges, Hull faces:

- Persistent deprivation
- Nationally low church attendance
- Local leadership that often lacks confidence and agency
- A strong sense of identity and community innovation
- A newly revitalised Hull Minster shaping the spiritual centre of the city

In this context, Heart for Hull has emerged as a transformative collaborative movement, bringing new coherence, energy and vision. Across its priorities—missionary discipleship, church planting, poverty and wholeness, children and families—fresh leadership is already bearing fruit.

As Archdeacon you will work alongside the Bishop of Hull and the Director of Mission & Ministry to help shape the work of Associate Archdeacon, pastor and mentor them, and enable a flourishing in their ministry development.

As a priest in their own right

Although these tasks of the archdeacon are demanding, it is important that they have the space to shape their own pattern of prayer and worship, as a mature and experienced priest, to take their retreat and with space for reflection. The Archdeacon is encouraged to work with a spiritual director

and/ or pastoral supervisor and have the opportunity to exercise distinctive personal gifts and pursue areas of particular interest whether within the diocese or beyond.

The Archdeacon will exercise a preaching and sacramental ministry across the archdeaconry week by week, with the expectation that a network of confidence and friendship is built up with clergy and laity.

Training and support

The archdeacons in the diocese meet regularly and they provide mutual support for each other. They each meet regularly with their respective suffragan bishops and with the Diocesan Secretary. They also attend meetings with archdeacons from other dioceses (especially the Yorkshire Archdeacons) and attend the biennial Northern and National Archdeacons Conferences.

Archdeacons are expected to participate in Continuing Ministerial Education and to have regular Ministerial Development Reviews under the diocesan scheme.

The new Archdeacon of the East Riding's induction programme will be developed within the diocese along the lines of the training programme developed by the College of Archdeacons. It is recognised that transition into an archidiaconal role involves significant change, particularly if moving from a parish context, and so the induction will also include mentoring from an experienced archdeacon and access to the Archdeacons' National Development Officer.

Personal qualities

The Canons of the Church of England require that the appointee has been six years complete in holy orders and is in priest's orders at the time of the appointment. The appointment is also subject to a satisfactory enhanced DBS disclosure.

The person appointed to be Archdeacon of the East Riding will be an experienced priest, with a deep understanding and knowledge of the Church of England, and with a proven commitment to church growth and effective collaborative leadership.

Essential characteristics, gifts and skills include:

- A strong personal and living encounter with Jesus Christ, a living prayer life and a dependence on the Holy Spirit.
- Being an enthusiastic ambassador for the Christian gospel
- A confident maturity, "attaining to the full stature of Christ."
- An ability to communicate Christian good news both in preaching and in other formal and informal contexts.
- Theological literacy with the ability to interpret the church to the world and the world to the church.
- Pastoral ability, wisdom and experience.
- A strong personal commitment to the Church of England's cultural and organisational transformation around Safeguarding

- A commitment to and experience of collaborative ministry and team building, and an ability to work creatively and effectively with collective responsibility, where final decisions are made by or shared with others.
- An ability to discern the spiritual nature of the organisational demands within the role.
- Financial literacy, and confidence to lead in financial areas, an understanding of Christian giving, and an ability to speak clearly and appropriately about the financial needs of the church.
- Ability to work effectively with the legal and statutory requirements of the post.
- An interest and commitment to supporting local church communities with the grace and burden of their buildings
- Skill in discerning, encouraging and harnessing gifts.
- A positive commitment to parish revitalisation, and to both inherited and emerging forms of church, and a proven commitment to growing churches.
- Whatever his or her own tradition, an affirmation of other traditions and an enthusiasm for working with people of those traditions.
- A commitment to expressing and increasing the cultural diversity of our church
- Administrative confidence and clarity of mind, including confidence in deciding whether to deal with the issue or refer it elsewhere.
- Empathy with parochial ministry in a variety of settings.
- Experience of working in partnership with secular bodies.
- An ability to engage with robust debate and challenge.
- Skill in change management, and in averting and resolving conflict.
- A high level of self-awareness.
- Ability to communicate via the media, and the ability to learn how to manage challenging interviews.
- Ability to travel independently throughout the diocese.
- A sense of humour.

Terms of Appointment

- The appointment is made under Common Tenure and is subject to a satisfactory Enhanced Disclosure from the DBS.
- The stipend will be set according to the national scale for Archdeacons (currently £44,811) and the postholder will automatically be enrolled in the Church of England Pension Scheme.
- A resettlement grant and removal costs will be paid at the current rate.
- IT and communication support will be provided, including a laptop computer and smartphone linked to diocesan systems

- Full working expenses are reimbursed by the Diocesan Board of Finance.
- Administrative support is available for 17.5 hours per week, spread over three days, from the Archdeacon's Personal Assistant who is based out of a separate office in Brimley Lodge.
- The Archdeacon will live in and work from accommodation provided by the Diocese of York.

The house is Brimley Lodge, 27 Molescroft Road, Beverley, HU17 7DX. Significant work was completed in 2024 creating additional office space, an accessible toilet, and internal separation within the house.

This is a detached four-bedroom house in lovely part of the market town of Beverley. The property comprises a kitchen with separate utility room, sitting room, dining room, conservatory, and study on the ground floor along with bedroom 4, and three bedrooms and bathroom on the first floor.

The house is set back from the road with a garage with ample additional parking to the front and there is a beautiful large garden to the rear.



For an informal discussion please contact Canon Peter Warry, Diocesan Secretary, on 01904 699505 (peter.warry@yorkdiocese.org) or the Rt Revd Dr Eleanor Sanderson (bishopofhull@yorkdiocese.org).

Only fully completed applications through Pathways will be accepted; applicants must have the right to work in the UK.

We are committed to equity, diversity, and inclusion and welcome applications from disabled candidates and those from UKME heritage as these groups are under-represented in our staff. We are committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All employees are expected to share this commitment. You will be required to undertake safeguarding training, and this role will be subject to a DBS check.

Closing date for applications	28 May 2026 (midnight)
Shortlisting	8 June 2026
Preliminary interview date	2 July 2026 in Beverley
Final interview with the Archbishop	6 July 2026 in Bishopthorpe