

# Working with us in the Diocese of Lincoln

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Recruitment pack  
2025

Archdeacon of Stow & Lindsey

[Lincoln.anglican.org](http://Lincoln.anglican.org)

**This post is subject to Safer Recruitment Guidelines**

# A letter from the Bishop

I am seeking to appoint a new Archdeacon of Stow and Lindsey, to follow the retirement of the Venerable Alyson Buxton at the end of 2025. I invite you to consider through prayer and careful discernment whether God may be calling you to a new chapter of life and ministry here in the Diocese of Lincoln

We are a family of churches, serving one another and reaching our local communities with the good news of God's kingdom. We are committed to collaborative partnerships, relationships of generosity, and growth.

We are committed to continue to build a culture of trust in a time of uncertainty in the Church and in the world. This demands from all of us the qualities of kindness and candour, rooted in personal and theological integrity. We are looking for colleagues who will model these qualities themselves and seek to grow them in others.

These are the qualities we hope to see in all our ministers, including our Archdeacons:

**Confident** – rooted in prayer and scripture, with a story to tell of their faith.

**Mission focused** – passionate about growth in depth of discipleship and numbers.

**Collaborative** – genuinely open and willing to work with and learn from others.

**Adventurous** – seeking to proclaim our historic faith afresh in this generation.

**Resilient** – knowing when to take risks, accept failure and try again.

**Capable** – demonstrating reliability in the skilled serving of transformation in Christ through the Five Marks of Mission within Local Mission Partnerships.

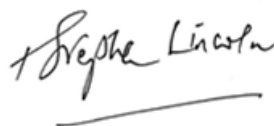
Our recruitment initiative for all posts, known as the Lincoln Offer, is founded on:

- A diocesan strategy which seeks **grassroots renewal and flourishing**, not top-down restructuring.
- A vision for ministry which is about **gifts and calling**, not trying to do 'everything, everywhere, all at once.'
- **Leadership** which prioritises the life of our parishes and the wellbeing of our ministers.
- A reputation for, and commitment to, **excellence** in our clergy housing and maintenance.
- An approach to the common fund which is about **covenant and generosity**.

As you read through this recruitment pack, you will discover so much more that our Diocese can offer to you, as you consider the next stage of your journey in the service of God's Church.

If you would like to be part of this journey as a senior leader and colleague, I look forward to our discerning this together.

Yours ever in Christ,



# What we offer

**The Diocese of Lincoln** is a family of hundreds of local churches, schools, chaplaincies and projects across the historic county of Lincolnshire offering worship, growth in faith and discipleship and wide-ranging care and support to young and old in its communities.

Our aim is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks of faithful worship, confident discipleship and joyful service, with the vision of being a healthy, vibrant, sustainable church which leads to transformed lives and communities across greater Lincolnshire making a difference in God's world. To that end as a diocese we shall support, encourage and enable local parishes, schools and mission partnerships to fulfil, within this framework, their own unique calling to serve in mission the community in which they are set.



*Edward King House*



*2025 Racial Justice Sunday service at Lincoln Cathedral*



A clear vision for our shared future as a diocese



Colleagues in the Bishops & Parish Support Office who are committed to you



Beautiful countryside in which to live and work



Top 10 Dioceses for stipends



48 hours time away recommended each month



Supported annual retreat



Access to Employee Assistance Programme (EAP)



Programme of installation of solar panels and electric car charging points at vicarages



Garden maintenance support



Total redecoration on appointment including carpeting of public rooms in vicarages



Direct access to the Diocesan Registrar



# Who we are

## The Diocese of Lincoln

is the Church of England in Greater Lincolnshire. We are a complex and diverse series of communities. The general impression of Greater Lincolnshire is of flat, agricultural land and scattered villages. In fact, the topography is far more varied, with significant urban centres alongside villages and market towns. Pockets of affluence sit alongside urban and rural poverty. The Diocese covers 2,694 square miles, with a population of 1.1 million people.

There are densely populated urban centres in Grimsby, Lincoln and Scunthorpe, larger settlements in Grantham, Boston, Gainsborough, Spalding and Sleaford, and coastal communities including Skegness and Mablethorpe. The remainder of the population lives in market towns such as Horncastle or Louth or in the network of small villages and tiny hamlets that spread across the county, linked by more than 5,000 miles of roads.



*Chrism Eucharist 2025*

### STRATEGIC CONTEXT

The Diocese of Lincoln relies on historic assets in a culture of low giving. A previous strategy known as New Era sought to tackle the growing deficit with a radical programme of reducing stipendiary posts, pastoral reorganisation and reimagining local ministry.

A change in leadership sought instead to 'pump-prime' investment in mission and ministry using historic assets. The Strategic Development Fund (SDF) has also supported Resourcing the Urban Church, a project for church planting and revitalisation in under-resourced urban communities. Although this investment began to show signs of growth, it was not enough to counter the serious and increasing financial deficit.

In 2020, the Diocese embarked on a programme of change to meet our financial, missional and ministerial challenges. This methodology is known as Time to Change Together (TTCT). It represents the foundation of our common life, and its hallmarks are a commitment to collaborative ministry at every level, covenanted and generous giving, and the flourishing of churches of every type and size.



*Ordination to the Diaconate 2025*

### LOOKING AHEAD

The next ten years represents the second phase of the work begun through Time to Change Together. In 2025, we are now developing our ten-year strategy, Time to Grow Together.

Development of strategy is co-led by the Bishop of Lincoln and Diocesan Secretary, supported by a Strategy Working Group and Programme Manager. We are developing strategic objectives for the diocese which align with the national Vision and Strategy:

1. Raising the spiritual temperature.
2. Making collaboration the hallmark of our mission and ministry.
3. Reaching the missing groups and generations with the Good News.

Following in-depth work and wide consultation by five Lever Groups, the intention is for the ten-year strategy to be presented for approval at Diocesan Synod at the end of 2025.





# A Time to Change Together

## The Diocese's major change programme

Time to Change Together (TTCT) is the shared direction of travel for the Diocese of Lincoln. As a family of churches, the body of Christ, and for the flourishing of his Church, we have committed to:

- Collaborative working between churches of different types and a rich variety of ministers
- Strategically focusing resources for mission and growth
- Supporting each church to flourish in its distinctive role
- Enriching our lives as a Christian family through layers of belonging – the house group, the small local church, the larger church, the wider area, the diocese, and the cathedral.
- Promoting a culture of being church that is collaborative, generous, active, hospitable and centred on Christ.



*Ordinations 2025*

There are three areas of significant change:

### 1. Collaborative ministry

A culture of working together is at the heart of our diocesan life. Churches and parishes form Local Mission Partnerships (LMP), where churches, ministers and congregations work together and support each other in mission and ministry. LMPs are part of larger Deanery Partnerships (DPs) which match local authority areas for wider collaboration. The implementation of TTCT in each DP is led by a Partnership Dean and Lay Co Lead.

### 2. Generous giving

Previously, parishes were allocated a figure for parish share based on a formula. Under TTCT, parishes discern carefully what they can contribute to the cost of mission and ministry in their LMP and the wider diocese. This forms a Covenant between church and diocese based on generosity and mutual support.



*Grimsby St Marks Baptism*

### 3. Church types

All our churches have reflected prayerfully on their particular sense of calling. We use five 'types' to show this – it is a reflection of either where the church is now, or what it aspires to be.

#### Key Mission Church

a large and flourishing church which acts as a hub for a wide area. Well-resourced for worship, music, youth and family work, social action, teaching and mission.

#### Local Mission Church

a church embedded in a particular area or community, which offers worship, nurture in discipleship, social action and work with young people.

#### Community Church

a smaller church which serves as a focus for the community, and offers some regular prayer and worship, sustained by a good team of lay leaders.

#### Celebration Church

a church which focuses on important festivals like Christmas, Easter and Harvest; a place for weddings, baptisms and funerals, and a resource for the community.

#### Church exploring closure

a church which decides it can no longer sustain the responsibility of caring for the church building.

# A Time to Grow together

## NATIONAL PRIORITIES

There are three national priorities as part of the Church of England's Vision & Strategy. As we develop a local strategy which meets the needs of the Diocese of Lincoln, we want to ensure we connect with the national priorities, particularly as we look to a future SMMIB bid:

1. To become a church of **missionary disciples**
2. To be a church where **mixed ecology** is the norm
3. To be a church which is **younger and more diverse**

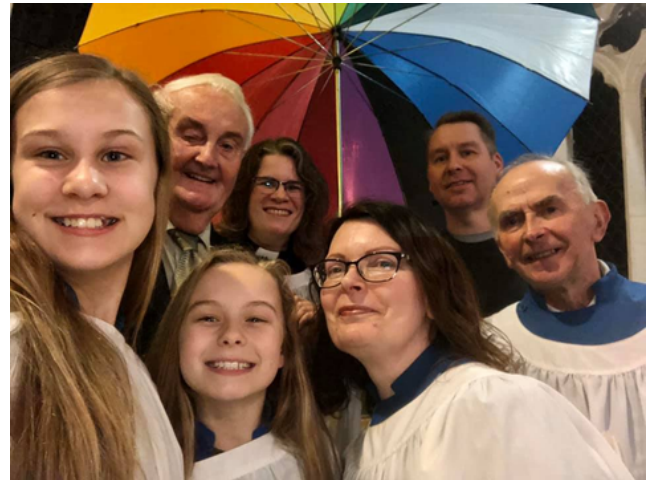
## DIOCESAN STRATEGIES

We propose three diocesan strategic objectives to match the national priorities and which take us from Time to Change Together into Time to Grow Together.

1. To raise the **spiritual temperature**: developing our life of prayer and worship; actively growing and learning as disciples; loving and serving our neighbours; radiating the life and love of Jesus.
2. To make **collaboration** the hallmark of our mission and ministry: collaboration between ministers, congregations, parishes, LMPs; across areas, traditions, networks, boundaries, denominations.
3. To reach the **missing groups and generations**: actively seeking to make disciples among those we are not reaching, particularly in terms of age and diversity.

To ensure the right level of focus and effectiveness, we have created five lever groups for key aspects of diocesan life, addressing our strategic objectives and national priorities. Groups have lay and ordained Co-Chairs, following the approach already established for DPs.

1. **People**: lay and ordained ministers, oversight and focal, deployment, church officers and volunteers, investment in future leaders of all kinds.
2. **Places**: embedding the work of TTCT in LMPs; specific strategies for mission and ministry in our rural, urban, suburban, coastal, market town churches.
3. **Growth**: strategy for growth in Key and Local Mission Churches; strategy for smaller churches (i.e. 'a tangerine is not a small orange' = small churches are valuable).
4. **Resources**: making the best use of buildings, finances and assets for mission and ministry, at local and diocesan level.
5. **Discipleship**: churchgoers/'cultural Christians' becoming active disciples; making new disciples; 'the glory of God is a human being fully alive' (Irenaeus).



*Choristers , Waltham*

Each lever group is asking:

1. What is our ambition for the Diocese in ten years' time?
2. What do we need to address in order to get there?
3. How are we building on the work of Time To Change Together?
4. How are we addressing our three objectives/priorities?
5. How will our work help us to grow flourishing and vibrant churches?
6. How will we consult as widely as possible?
7. What theological resources do we need to enable our work?

The foundation of our future strategy will be a coherent theology and missiology for the Diocese of Lincoln, alongside the desired behaviours which are already part of our 'Lincoln Offer'.

A Theology Reference Group is resourcing the lever groups by exploring missiology, theology and scripture. The TRG is available to each lever group for advice and reflection, and to undertake any deeper theological work necessary for the development of the diocesan strategy.

Each lever group will produce a report by the end of July. A draft Diocesan Strategy will be presented to Synod in November, with the intention of a formal launch at the end of 2025.



# Role Description

## PURPOSE OF THE ROLE

The Archdeacon holds a key senior role in the Diocese, leading, supporting and enabling our shared mission and ministry. The Bishops, Archdeacons and Diocesan Secretary form the senior leadership team known as the Operations Group. They are also members of the Bishop's Staff, an advisory body which includes the Director of Mission and Ministry, the Director of Education and the Diocesan Safeguarding Officer, ensuring a high degree of connectivity between senior leaders.

The northern and southern regions of the Diocese are coterminous with Archdeaconry boundaries, ensuring local, sustainable, and clearly defined pastoral and operational delivery. The Archdeacon of Stow and Lindsey will work closely with Bishop of Grimsby, who holds delegated oversight and pastoral care for the north of the diocese. Together with Partnership Deans and Lay Co Leads, they will form a Leadership Team which provides clear cohesion and alignment at the local level, dedicated to the flourishing of mission and ministry on the ground. Under the overall direction of the Diocesan Bishop, these Leadership Teams will reflect the collaborative ministry we are seeking to build for the Diocese as a whole.

The Archdeacon also represents the Bishop's interests in the policy-making and life of the diocese through ex-officio membership of the statutory, synodical and other major committees of the diocese. The time spent in meetings and travel must not be underestimated, but should also be recognised as an instrument of mission in itself. The Archdeacon is the voice of parishes among our leadership and governance structures, while also communicating the significance of the common life of the diocese to parishes, through visits, correspondence and availability.



*Bishop Stephen's enthronement*

Giving encouragement, information, guidance and space to clergy and church officers is the essence of the work. The Archdeacon is to act as a bridge builder, a focus of pastoral care and support, and an encourager of fresh initiatives.

The archdeacon's role is thus a spiritual, enabling ministry, and being able to understand the missional and ministerial implications of all meetings and decisions is at the heart of the role.



*Brookenby sewing group*



# Responsibilities

## MAIN RESPONSIBILITIES

The Archdeacon of Stow & Lindsey:

- plays a full part in the life of the diocese as a member of its senior staff, sharing in the leadership, development and encouragement of the diocese;
- works alongside colleagues in every sphere of diocesan life in the continued embedding of Time to Change Together, and the development of our strategy for the next ten years: Time to Grow Together;
- works in close collaboration with the Bishop of Grimsby, alongside Partnership Deans and Lay Co Leads, forming a Leadership Team for mission and ministry in the north of the diocese;
- shares with the chancellor in the exercise of faculty jurisdiction and dealing with those applications normally assigned to archdeacons;
- conducts quinquennial archdeacon's visitations in parishes and carries out duties under the Inspection of Churches Measure 1955;
- ensures that the parochial returns for the archdeacon's visitation are collated;
- oversees the service for the archdeacon's visitation and (unless the bishop holds an admission in person) admits churchwardens annually to their office;
- visits churchyards, chapels and churches to prepare reports for the Registrar when consecrations or closures are required;
- works with the bishops in regard to the Mission and Pastoral Measure 2011, including mission planning and ministerial deployment, as well as pastoral reorganisation;
- is involved in consultation with parishes during vacancy, and in interviews for prospective incumbents;
- liaises with the Property Department on works to clergy housing during vacancies;
- inducts and installs new clergy at services of licensing;
- gives pastoral care and support to clergy and church officers;
- is fully involved in matters of clergy discipline and capability procedures, including those duties specified in the Clergy Discipline Measure 2003 and the Ecclesiastical Office (Terms of Service) Measure 2009;
- contributes to the ministry and mission of Lincoln Cathedral as a member of the College of Canons;
- participates in worship, teaching and preaching in churches across the archdeaconry

## REGULAR COMMITMENTS

The regular meeting commitments for the Archdeacon include (but are not limited to)

- The Bishop of Lincoln
- The Bishop of Grimsby
- The Operations Group
- The Bishop's Staff meeting
- Bishop's Council of Diocesan Trustees
- Diocesan Synod
- Archidiaconal Mission and Pastoral Committee
- Partnership Deans and Lay Co Leads
- Rural Deans and Lay Chairs
- Clergy Housing Committee
- Diocesan Advisory Committee

# Personal Qualities

The Diocese of Lincoln is committed to building a culture of trust in a time of uncertainty in the Church and in the world. This demands from all of us the qualities of kindness and candour, rooted in personal and theological integrity. Through our recruitment programme, known as the Lincoln Offer, we are looking for colleagues in every context – including our Archdeacons – who will model these qualities themselves and seek to grow them in others:

**Confident** – rooted in prayer and scripture, with a story to tell of their faith.  
**Mission focused** – passionate about growth in depth of discipleship and numbers.  
**Collaborative** – genuinely open and willing to work with and learn from others.  
**Adventurous** – seeking to proclaim our historic faith afresh in this generation.  
**Resilient** – knowing when to take risks, accept failure and try again.  
**Capable** – serving transformation in Christ through the Five Marks of Mission.

In addition to these qualities, the Archdeacon of Stow & Lindsey will:  
be passionate about sharing the Good News of Jesus Christ;

- be able to articulate a clear understanding of the distinctive ministry and the statutory functions of an archdeacon in the Church of England;
- have been in holy orders for six years and in priest's orders at the time of appointment (Canon C22.1);
- have a sound theological foundation and the ability to apply it with confidence and sensitivity to work prayerfully with senior colleagues that embraces a new culture of collaboration;
- be experienced in church governance, able to perform the role as a director of the Bishop's Council of Diocesan Trustees (BCDT) and communicate financial strategies and priorities to parishes and church officers;
- be an experienced communicator in civic and public life, able to work in partnership and network widely and effectively within and beyond the Church of England;
- be comfortable as a team player, energised by the gifts of others, able to handle differences constructively, and able to work creatively and effectively in a role where final decisions are made by or shared with others;
- love our communities enough to want them to grow, and to challenge them to do so;
- have an understanding of Christian giving, and the ability to speak clearly and appropriately about the financial needs of the Church;
- be skilled in change management, and understanding, responding to and transforming conflict;
- be committed to the development and embedding of a safeguarding culture which sits at the heart of our common life, with up-to-date training and an understanding of how to respond well in safeguarding matters;
- be comfortable in their own tradition and respectful of the breadth of traditions found within the Church of England;
- work creatively with, and gain the respect of, those of differing theological positions to enable and encourage growth and renewal in parishes of all traditions;
- have the capacity, discipline and resilience to sustain a robust prayer life in the midst of a demanding and varied schedule;
- be committed to a healthy work-life balance, with an appreciation of the importance of appropriate boundaries;
- be committed to continuing personal and spiritual development;
- be prepared for the demands of travelling across the long distances of this large diocese;
- demonstrate excellent skills in listening, speaking, writing, observing and analysing; be pastorally sensitive, compassionate and hospitable.

# Practical Information

## **ELIGIBILITY**

The nominated candidates will need to have the right to live and work in the United Kingdom.

They will need to complete an Enhanced DBS check and a pre-appointment occupational health clearance.

## **SAFER RECRUITMENT**

Experience of your competence in managing safeguarding forms a key part of the discernment process, as well as enquiries to reassure the appointing panel that you are not a safeguarding risk.

You will be asked to complete a confidential declaration and your bishop will provide a Clergy Current Status Letter (CCSL), prior to interview.

## **SUPPORT**

The post will be held under Common Tenure, as specified in the Ecclesiastical Offices (Terms of Service) Measure 2009, with a stipend set in accordance with the Church of England's national scale for Archdeacons.

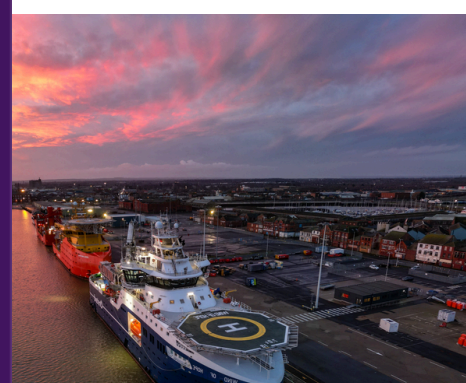
- A resettlement grant and removal costs will be paid at the current rate.
- The Archdeacon will have administrative support provided from Edward King House.
- Full working expenses are reimbursed by the Diocesan Board of Finance.
- IT and communication support will be provided, including a laptop computer and smartphone linked to diocesan systems
- The Archdeacon will live in accommodation provided by the Lincoln Diocesan Board of Finance. The Archdeacon's House is located in Market Rasen, at the heart of the archdeaconry, with good transport links around the area, including easy access to Lincoln for meetings.

**Applications are invited from clergy of all backgrounds and church traditions, especially those which are currently underrepresented on the senior team.**

**To apply for this post, please complete the application form on Church of England Pathways.**

**Closing date for applications: Friday 29<sup>th</sup> August 2025 at 12 noon**  
**Interview Date: Monday 13<sup>th</sup> October 2025**





[Lincoln.anglican.org](http://Lincoln.anglican.org)

**This post is subject to Safer Recruitment & People Management Guidance**