

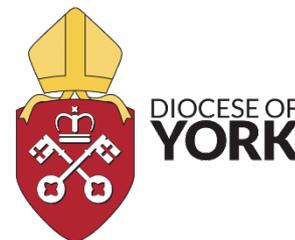
Associate Archdeacon for Hull

3 Year Fixed-Term Contract

(Extendable to 5 years, subject to funding)

35 hours per week (1.0 FTE)

£50-55k per annum



Opportunity

Hull Deanery is the largest deanery in the Diocese, larger than some other entire Dioceses in the Church of England and therefore faces unique opportunities and challenges in its Deanery Planning within Living Christ's Story. Hull is a community with many local innovations and resilience. It also faces significant challenges due to its deprivation, nationally low church attendance and local leadership can lack confidence and agency (seen for example in the lowest national voter turnout). It is a deanery with three geographic sub-deaneries yet works together as one coherent deanery. It also has a key relational connection through the newly made Hull Minster at the heart of the city centre.

Heart for Hull is a grass roots project that has enabled a fresh infrastructure of collaboration and cross deanery envisioning, planning and implementation. This work has illustrated already progress and fruit in developing areas of key priorities and progress: missionary discipleship, church planting, poverty and wholeness, children and families. The newly formed Heart for Hull Working group are now providing key leadership in each of these areas and for the collaboration of the whole. This has enabled significant work in relation to a range of future funding possibilities, including the SMMIB proposal, and illustrated shifts in leadership empowerment. To date Bishop Eleanor has principally provided overall leadership. The creation of the Heart for Hull Enabler has significantly transformed this first phase of consultation/visioning and collaboration to take place. However the scale of the challenge is significant, and our belief is that a full-time role is required to specifically provide, and also release, the leadership needs.

Living Christ's Story

Living Christ's Story is a wide-ranging and all-encompassing statement of the Vision, aims and objectives of the Diocese of York, spanning from 2021-2031. A strategic programme of work is underway, under the sponsorship of the York Diocesan Leadership Team and led by the Head of Programme Delivery.

Two primary workstreams have been identified: 'Mission, Ministry and Discipleship' and 'Parish Support'. These will be supported by work to improve the strategy and processes that drive our deployment of ministers (both ordained and lay, together with the management of our pipeline of ministerial talent and succession of key roles), to create a sustainable financial model for the support of ministry across the diocese, and to improve stakeholder engagement. Each workstream comprises a number of discrete but inter-dependent projects.

More information about Living Christ's Story ('LCS') can be found on our website: [Living Christ's Story - Diocese of York](#)

Role Purpose & Key Deliverables

This role will share responsibility for the successful delivery of the revitalisation of the Deanery of Hull and delivery of the Heart for Hull programme, under the oversight and sponsorship of the Bishop of Hull. They would work

closely with the Archdeacon of the East Riding, Director of Mission and Ministry, Director of Operational Support and Head of Programme Delivery, they would direct the work of the Heart for Hull enabler and may have line management responsibility.

Key deliverables for the successful candidate:

- Ensure the delivery, and further development, of the H4H planning for the Deanery.
- Support the Revitalisation of the Hull Deanery to a place of sustainable growth as part of Living Christ's Story
- Support the invigorating of local Hull leadership within the church in Hull (e.g. Coaching, mentoring existing clergy and key lay people and facilitating the locally discerned priorities within H4H.)
- Revitalisation of parishes/groups of parishes across the deanery, working with them to identify pathways to growth and then supporting them in this growth.
- Treasure seek through an asset-based approach to community development and revitalisation, the Hull based innovations in mission and ministry.

Key Responsibilities

The successful candidate will need to:

- Nurture cultural change, respecting the wider culture of Hull but not being restricted by it
- Work closely with the Deanery Leadership Team, valuing and equipping them in their role
- Support the churches and clergy through the change that is necessary to deliver the vision.
- Encourage the clergy and lay leaders to mobilise the whole people of God and to release disciples
- Identify those clergy and lay leaders who would benefit from specific coaching and developmental support, and ensuring it is provided
- Promote and enable collaboration in ministry and mission between the churches, the clergy and lay leaders
- Ensure that the direction and development of H4H is consistent with the diocesan strategy of 'Living Christ's Story'
- Discern the location of their priestly ministry in conversation with the Bishop of Hull in a way which serves the Deanery as a whole but may give particular missional support in strategic locations.

Sharing in the archidiaconal responsibilities

Under the oversight of, and in partnership with, the Archdeacon of the East Riding the Associate Archdeacon will:

- Work closely with the clergy, offering pastoral care and support, sharing in the leading of their MDRs
- Attend Clergy Chapter as is appropriate
- Be available to all the parishes to offer practical support and advice
- Identify different models for revitalising struggling churches
- Take the primary lead on conversations about pastoral re-organisation
- Assist the Archdeacon in managing vacancies and the appointment of clergy
- Support vacant parishes, preparing them for the necessary changes that a new Incumbent will bring
- Support new missional initiatives that require diocesan support
- Be available where parochial tensions may require external support and intervention; where necessary support the Archdeacon in the investigation of informal complaints but not having overall responsibility for such processes
- Support the parishes on financially related issues and in encouraging a generous Free Will Offer, working closely with the Deanery Financial Adviser
- Work closely with the Archdeacon on all Hull-related items that need consideration by diocesan committees (the Associate not being a member of these Committees, but may be invited to attend)

Collaboration, Meetings and Support

The Associate Archdeacon will be committed to collaborative ministry. This will include:

- Meeting regularly with the Bishop of Hull and the H4H Enabler to ensure a co-ordinated approach to the delivery and evolution of H4H
- Meeting regularly with the Bishop of Hull and the Archdeacon to ensure a co-ordinated approach to ministry in Hull that reaches beyond H4H
- Meeting regularly with the Directors and Leaders within the dioceses to maintain alignment with other workstreams of workstream of Living Christ's Story
- Represent H4H at the Diocesan Programme Board
- Working closely with the Deanery Leadership Team, being a member of this under the leadership of the Area Dean
- Liaising with the diocesan Mission and Ministry Team, Operational Support team & Education team, so that they can appropriately support the churches and the deanery
- Working closely with the diocesan Strategy Delivery Team in preparing proposals, planning and delivering

Person Specification		
	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Ordained priest in the Church of England. • Theological training appropriate to the role. 	<ul style="list-style-type: none"> • Evidence of ongoing CMD. • Training in leadership, change management, or project management.
Experience	<ul style="list-style-type: none"> • Proven experience of leading mission and church growth in a parish or deanery. • Experience of working collaboratively with clergy and lay leaders. • Experience of managing or overseeing complex projects or initiatives. • Experience of pastoral care and supporting clergy well-being. 	<ul style="list-style-type: none"> • Experience of working in urban or multi-parish contexts. • Experience of engaging with ecumenical and community partners. • Experience of managing budgets or overseeing funding streams.
Technical	<ul style="list-style-type: none"> • Understanding of the Church of England's structures, mission, and ministry. • Awareness of the challenges and opportunities facing the urban Church. • Understanding of safeguarding, safer recruitment, and good governance. • Strong leadership and strategic thinking skills. • Ability to inspire, motivate, and equip others for mission across all church traditions. • Excellent communication skills, both written and verbal. • Ability to manage change and navigate complexity with wisdom and grace. • Competence in using digital tools and social media for communication and engagement. 	<ul style="list-style-type: none"> • Familiarity with the Diocese of York's vision and strategic priorities. • Understanding of Fresh Expressions, church planting, and mixed ecology models. • Skills in conflict resolution and team development. • Ability to evaluate impact and measure outcomes effectively.

<p>General Requirements</p>	<ul style="list-style-type: none"> • Enhanced DBS clearance. • Full driving licence and access to a car. • Willingness to work flexibly, including evenings and weekends as required. 	
<p>Personal Requirements</p>	<ul style="list-style-type: none"> • Spiritually mature and rooted in prayer. Collaborative, approachable, and emotionally intelligent. • Resilient, adaptable, open to innovation. • A heart for mission and a passion for the renewal of the Church. 	

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Summary of Terms and Conditions

Employer	The York Diocesan Board of Finance (YDBF)
Line Manager	
Contract Term	This is a 3-year, fixed-term appointment with the hope/expectation of being extended to 5-years, subject to additional funding.
Probationary Period	Appointments are subject to a 6-month probationary period.
Location	The post is based at Carmelite House, Hull (flexible/ hybrid working options are available) but may involve visiting parishes and other locations around the Diocese.
Hours	The post is 1.0 FTE (35 hours per week). Our normal office hours are Monday to Friday, 9am to 5 pm. Due to the varied nature of the work, including regular evening and weekend working, the Associate Archdeacon will work flexible hours, ensuring their contracted hours are completed at the end of each calendar month. Independent travel will be required due to the geographical location of parishes and lack of public transport to some more rural areas in the diocese.
Salary provided.	The post starting salary will be in the range of £50k - £55k. No housing is provided.
Pension	The YDBF offers a contributory pension scheme ("the Scheme") organised by the Church of England (the "Church") Pensions Board. For each 1% of contribution paid by the employee, up to a maximum of 7%, the employer will pay a contribution equivalent to double the amount (which includes a small payment to provide the life assurance element of the scheme). The option to remain in the Clergy Pension Scheme is available.
Holidays	In addition to the eight Bank and Public Holidays, DBF employees are entitled to 5 weeks annual leave in any year (pro rata).
Mileage	A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post. This is remunerated as the <i>lesser</i> of the two distances to the destination as measured from the postholder's home and from the Diocesan Office (currently 45p per mile for the first 10,000 miles). The full policy is available on request.

Non-contractual Benefits

Flexible Working	We offer staff a range of options for working flexibly, including regular homeworking.
Employee Benefits	We provide free parking at our York office, and our other non-contractual benefits currently include eye care vouchers, pension salary sacrifice options, a cycle to work scheme and the opportunity to join the CSSC.

Pastoral Care

We have an Employee Assistance Programme, and our Diocesan Adviser and Coordinator of Pastoral Care offers the space to talk through pastoral, professional or personal matters, providing or arranging counselling and/or mediation if required.