



We are looking for an Archdeacon of Birmingham who can help direct, shape and enable the priests and people of the archdeaconry to grow the church at the heart of each community and to fulfil the potential of our Transforming Church strategy and the People & Places plan.

BACKGROUND

Birmingham is the UK's second city with the youngest urban population in Europe and one of the most lively and diverse regions. 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. These churches represent a wide scope of Church traditions with different contexts (rural, suburban, market town, outer estate and inner urban) and a breadth of ethnicity. Increasingly our city is described as 'super-diverse.' The Diocese has two archdeaconeries – Birmingham and Aston.

Since 2009 *Transforming Church* has informed our strategy for mission, with our widely established seven areas of transformation and ten transforming church goals (<http://www.cofebirmingham.com/transforming-church/>). Our *Growing Younger* initiative which flowed out from this has been reaching and impacting many new children and families over the last couple of years.

Following a broad review of our vision, in 2017 we started a new phase of *Transforming Church*, called 'Shaping the Future' to extend and underpin the work we are already doing with new resources. It focusses on building capacity, sustaining momentum, increasing growth, and embedding our commitment to mission and transformation within the culture of our church at a deeper level, releasing the gifts of many more people, lay and ordained.

Principally, 'Shaping the Future' is concerned with a programme of church planting, fresh expressions, church revitalisations and more *Growing Younger* initiatives, alongside the creation of a Mission Learning and Development Team to help underpin this with expert training and support.

As this vision continues, our attention has turned to the long-term viability and sustainability of our parishes and their mission and ministry. Work has now begun on a broad review of:

- the current stipendiary deployment plan
- parish common fund contributions
- parish finances from parish finance returns data and
- an emerging buildings strategy

This is being called People & Places.

We are trying to resolve the conundrum that the Church of England expects our congregations in Birmingham diocese (with a usual Sunday attendance in 2016 of 2,100 children and 10,750 adults, of whom around 7,500 are regular givers) to provide the majority of the funding for ministry and mission to our growing population of over 1.5 million.

In the past, ministry and mission was funded largely by the historic endowments of the National Church. Those endowments are now used for specific growth initiatives, to support poorer areas and to support clergy in retirement. We need to move to a mixed economy of pioneers/plants and fresh expressions of church in a new missionary movement alongside the treasured inherited church, as envisaged by *Shaping the Future* (<http://www.cofebirmingham.com/hub/diocesan-vision-strategy/shaping/>). This means we need to recast the inherited church, and the financial situation demands action now.

In Birmingham, because of our lack of historic endowment, we are at the bridgehead of the changes required nationally in the church and seek to respond in imaginative ways which will ultimately grow the church and enable it to flourish in the future but with fewer financial resources. This will involve identifying and training around 70 or so oversight ministers, alongside local and context-specific ministers, reorganising how ministry is done in many of our parishes. Finding the right way to go about this is at the heart of People & Places.

THE ROLE

We are looking for an Archdeacon of Birmingham who can help direct, shape and enable the priests and people of the Birmingham Archdeaconry to grow the church at the heart of each community and to fulfil the potential of Transforming Church strategy and the People & Places plan.

Key accountabilities within the archdeaconry

- To be a key advocate of God's mission through the church in its many and varied forms;
- To ensure that each parish has a clear and challenging set of transforming church goals, which is regularly reviewed, and to measure progress against these goals annually in each parish;
- To inspire, encourage and motivate priests and people to be agents of God's transforming grace in the communities where they serve;
- To attract, recruit and retain high calibre clergy;
- To foster the equipping of priests for mission, evangelism and disciple-making, as the nature of ministry changes, ensuring participation in regular ministerial development reviews, making plans for change and succession;
- To share with the Bishops in the pastoral care of priests 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 advise and support churchwardens as officers of the Bishop;
- To nurture the development of lay leaders;
- 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;
- To observe and promote proper procedures to safeguard children and vulnerable adults;
- To fulfil the statutory functions of an Archdeacon;
- To promote and model self-wellbeing;
- To undertake other duties as agreed with the Diocesan Bishop.

Key Relationships

- The Archdeacon of Birmingham will be a key member of The Bishop's staff. Staff meetings are being reconfigured, but the current members are: The Bishop of Birmingham, The Bishop of Aston, The Archdeacon of Aston, The Dean of Birmingham Cathedral, the Director of Mission, the Director of Ministry, the Director of Mission Learning & Development, the Dean of BAME Affairs and the Diocesan Secretary.
- The Archdeacon of Birmingham will also relate to:
 - Area Deans, Incumbents and other clergy
 - Churchwardens, lay chairs (parish & deanery), secretaries, treasurers
 - Patrons of Benefices

- Diocesan Staff and Bishop's Advisers including:
 - Director of Growing Younger (Youth & Consultancy)
 - Director of Growing Younger (Children & Families)
 - Diocesan Director of Ordinands and Vocations Development
 - HR Director
 - Director of Finance
 - Director of Communications
 - Property Director
- The Archdeacon of Birmingham 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 Transforming Church Committee
 - The Diocesan Advisory Committee (DAC) for the Care of Churches
 - The Birmingham Diocesan Trustees Registered who hold assets on behalf of parishes and schools

Statutory Functions of an Archdeacon

According to the Canons of the Church of England, the Archdeacon exercises jurisdiction within the archdeaconry as an "ordinary jurisdiction" i.e. in his/her own right. (Canon C22.2)

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.

- Mission & 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 Diocesan Surveyor 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.

PERSON SPECIFICATION

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 and ethnic contexts;
 - A strength of character and ability to make difficult decisions and implement them.

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 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;
 - The capacity to be flexible and to work under pressure, with good levels of personal organisation and an ability to work to deadlines;
 - Confidence and ability in handling sensitive information;
 - Confidence in using technology such as smart phones, tablets, laptops and social media;
 - A positive approach to working in an open plan, modern office environment;
 - An ability to model a responsible and healthy life balance;
 - Resilience and good humour.

We welcome applications from all suitably qualified persons, particularly from those who are currently under-represented such as Black, Asian and Minority Ethnic groups and women.

TERMS AND CONDITIONS

Stipend

The current stipend for an archdeacon appointed on or after 1 April 2004 is £35,400. If the successful candidate is already an Archdeacon receiving a higher stipend, we will, at our discretion, pay the higher stipend initially but will reduce it over three years until it is in line with the current rate.

Housing

The Archdeacon of Birmingham's house is in Carisbrooke Road, Edgbaston.

Terms and Conditions of Appointment

This is a full-time office held under Common Tenure.

The office holder will be a member of the Church of England Funded Pensions Scheme.

Annual leave is 6 weeks.

The office is subject to three months' notice from the office holder.

Location

The office holder is based at the offices of the Diocesan Board of Finance in Birmingham, currently at 1 Colmore Row, B3 2BJ, with frequent travel throughout the Archdeaconry of Birmingham, the wider diocese and beyond.

Travel Expenses

Business car mileage is reimbursed at the prevailing diocesan rate, currently 45p per mile within Birmingham diocese and 30p per mile outside the diocese.

References and Checks

This office is subject to an Enhanced Disclosure and Barring Service check and Barred List check and an unconditional commendation from the individual's current diocesan bishop.

Further Information

For further information, or to speak with the Bishop of Birmingham, please in the first instance, make contact with Ben Franks, HR Officer on 0121 426 0446 or BenF@cofebirmingham.com

APPLICATIONS

Applications should be made via the C of E Pathways vacancies portal at www.cofe.io/archdeaconbham

Deadline for Applications: Sunday 18th November

Interviews: Wednesday 28th November



THE CHURCH
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BIRMINGHAM

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