



Diocese of Durham

# **SEE OF JARROW ROLE & BRIEFING**

Blessing our communities in Jesus' name





Christian witness is making a visible impact  
in every community.



## GROWING CHURCHES

We are working for the well-being of all in our communities.  
We are challenging the established order  
for the common good.



## CHILDREN & YOUNG PEOPLE

We are changing and enriching people's lives  
through the Gospel.



## POVERTY





## WELCOME

Dear explorer of God's call,

Many thanks for showing an interest in the role of Bishop of Jarrow in the Diocese of Durham. We believe that as a Diocese we are "the Church of England from the Tyne to Tees and the Dales to the Sea, blessing our communities in Jesus' name for the transformation of us all". We are excited about what God is doing in our Diocese and we are seeking the right person to share in the episcopal leadership of the Diocese and be part of the wider leadership team.

As Bishop of Jarrow you will share with me in the episcopal leadership of this exciting Diocese. You will minister with me in taking the vision and mission of the Diocese forward. You will have focussed leadership of one of our three core priorities (depending on your experience and gifting). You will be the sponsoring bishop for ordinands so play a critical role in the growth and development of ordained ministry. You will offer the full range of episcopal ministry throughout the Diocese.

You will be part of my senior leadership team, embracing the vision that we share and being key to the resourcing and implementation of that vision. I believe that this role calls for dedication and commitment but offers the opportunity and reward of making a difference for good, and for God, in being part of seeing lives and communities transformed in the North East of England.

I look forward to your response and thank you for your interest in exploring whether God is calling you to serve in this post.

*Paul*

Is God calling  
you to serve in  
this post?



## 1 - BACKGROUND & CONTEXT

Strictly speaking, the Diocese of Durham dates from 635 AD when Aidan was consecrated Bishop of Lindisfarne. The church of Northumbria was the cradle of Saxon Christianity in England and from early times a centre of learning whose influence was felt across Europe. The settling of Cuthbert's remains at Durham made it the centre of the land of the 'Haliwerfolk' (the people of the holy man). In time the county took the city's name and although local government reorganisation in 1974 changed the county boundaries, the present boundaries of the Diocese are close to the original County Durham.

The present Cathedral was built from 1093-1133. It is the shrine of St Cuthbert and the final resting place of the Venerable Bede. It is world-famous as one of Europe's great Romanesque masterpieces. It dominates the World Heritage site and according to Bill Bryson, travel author, (and former Chancellor of Durham University), it is "the best cathedral on planet earth".

Until 1133, when the Diocese of Carlisle was created, there were only two dioceses in the Northern Province, namely York and Durham but in more modern times the Diocese of Newcastle, proposed from as early as 1553, was created in 1882 thus leaving the Diocese of Durham broadly its present size and area.

There are roughly 1.5 million people living in the Diocese which covers an area of 987 square miles bounded by the River Tyne in the North and the River Tees in the South. It includes the cities of Durham and Sunderland, County Durham, the metropolitan boroughs of Gateshead and South Tyneside (including Jarrow and South Shields) and Hartlepool, Darlington and Stockton on Tees. Away from the more urban east side the Diocese also encompasses in the West the rural beauty of Weardale and Teesdale, which reach into the North Pennines.

Arising from the economic and industrial forces, the shape of the Diocese is also influenced by the major North-South trunk roads of the A1 and A19, which create a divide between the east coast and the west of the Diocese. At the same time the character of the Diocese changes from rural and market town in the south and west to former pit villages and large towns north and east of Bishop Auckland. There are a number of new town developments dating from the 1950s and 1960s. Newton Aycliffe, Peterlee and Washington are the primary examples, and Billingham shares many of the same features. The City of Sunderland was created in 1992, and the northern part of the Diocese includes the largely urban borough of Gateshead, with its iconic Angel, and the home of The Sage Gateshead, and The Baltic Art Gallery.





## 1.1 - THE DIOCESE

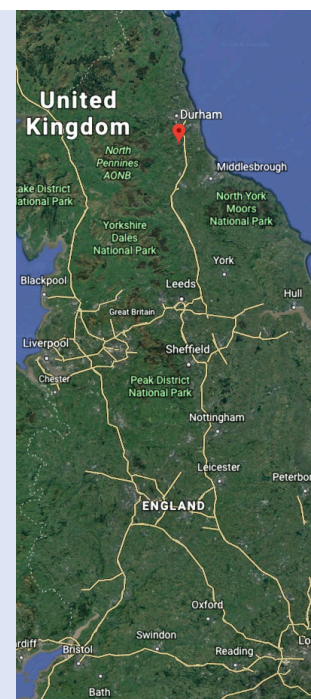
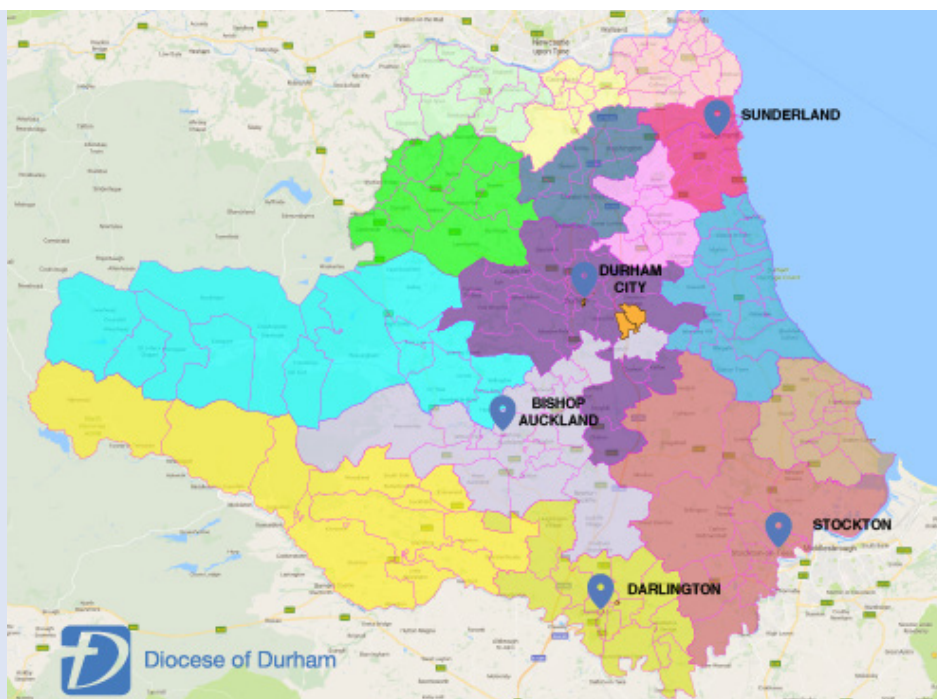
The modern Diocese consists of 270 churches, across 214 parishes in 14 deaneries currently in three archdeaconries (Auckland, Durham and Sunderland). The Suffragan See has existed since 1906. In the Diocese there are 19 parishes for which the Diocesan Bishop shares pastoral oversight with the Provincial Episcopal Visitor, the Bishop of Beverley.

Ministry is provided by 163 stipendiary clergy (including curates) supported by lay staff and volunteers as well as self-supporting clergy, lay readers and authorised pastoral assistants. The Diocese is seeking to develop a greater variety of lay ministries as part of our vision of the future.

There is a Central Administrative team which includes 14 staff posts, some held by long serving and experienced officers. There is a Mission and Ministry Support team which is led by its Director and includes Vocations Adviser (and DDO), Ministry Development Adviser, Youth and Children's Ministry Advisers, Diocesan Missioner and various project workers. Both teams are based in the central Diocesan Office, Cuthbert House.

The Diocese is currently developing a Resourcing Churches programme funded by the Strategic Development Fund. In the first phase due to start in 2019 this includes 6 Resourcing Churches with plans for a further 4-5 in the following years.

The Diocese is governed through its two elected bodies, the Diocesan Synod and the Durham Diocesan Board of Finance (DDBF), a company limited by guarantee.





The Dioceses of Durham and Newcastle share an Education Team (the Joint Education team) which manages the delivery of the two dioceses' Boards of Education objectives. The Durham Diocese Board of Education has responsibility for 58 church schools across the diocese (21 of which are voluntary aided, 24 are voluntary controlled, 11 are academies, 1 free school and 1 independent school). The Durham Diocese Board of Education is not incorporated and therefore financial accountability for the education agenda rests with the Durham Diocesan Board of Finance.

Our vision is to 'Bless our communities in Jesus' name for the transformation of us all'. We are looking to be growing churches with a particular commitment to children and young people and to play our part in facing up to the reality of poverty. The outworking of our Diocesan vision is outlined in our Plan on a Page which is included in this pack but can also be found here:

<https://durhamdiocese.org/download/plan-on-a-page-2018/>

The new Bishop of Jarrow will be joining the Bishop's Leadership Team in a "season of change". Within the Bishop's Leadership Team (BLT) the Diocese will in due course move from having 3 archdeacons each operating as 0.75 archdeacon and 0.25 parish or cathedral based to having only 2 full time archdeacons. The other members of BLT are the Diocesan Secretary (new in October 2018), the Dean, Director of Mission, Discipleship and Ministry, Women's Adviser in Ministry, Chair of Finance Committee, Resourcing Churches Project Leader, Diocesan Bishop's Chaplain. There are several new members in the team so the new Bishop of Jarrow will need to establish strong working relations with all helping to build a leadership team that is collaborative, supportive and focussed but most important of all centred on God's mission for his church in the Durham Diocese.

The Bishop of Jarrow's house is in Low Fell, Gateshead. The PA is based in a dedicated office area within the house.

With our 58 schools across the Diocese, education is a key focus.





## 2 - ROLE SPECIFICATION

<b>ROLE TITLE:</b>	Bishop of Jarrow
<b>REPORTING TO:</b>	Bishop of Durham
<b>DIOCESE:</b>	Durham
<b>Direct Reports:</b>	PA/Secretary – managed by Bishop's Chaplain.
<b>Specific close working relationships:</b>	Vocations Adviser – member of Mission & Ministry Support team but close working relationship as DDO.
<b>Financial Framework:</b>	To operate within the budget set by the Diocesan Bishop for the Suffragan See. To play a full part in ensuring the Diocese operates within its agreed budgetary framework.

### 2.1 - MAIN PRIORITIES

- To promote, support, enact and help further develop the Diocesan Vision and play the lead role of 1 of the 3 core priorities (Growth, Children and Young People, Poverty).
- To be the sponsoring bishop for ordinands and thus to lead on recruiting and training ordinands leading to ordination.
- To work with the Diocesan Bishop on leading in mission, and on the appointment, development and pastoral care of clergy and lay leaders.
- With the Diocesan Bishop to support, encourage and help develop the Resourcing Churches initiative.

## 2.2 - MAIN RESPONSIBILITIES

### ■ EVANGELISM, MISSION AND GROWTH

- » Communicate the good news of God in Jesus Christ to the church and society.
- » Encourage growth in depth, engagement and number of all ages in their discipleship in all parishes.
- » Encourage development of chaplaincy work, leading in at least one area.
- » Fully support Resourcing Churches development.

### ■ WORSHIP

- » Lead worship in parishes, chaplaincies and other settings which first honours God in all settings and which is refreshing, reverent and relevant.
- » Able to articulate theological depth and breadth.
- » Conduct confirmations and licensings well.

### ■ LEADERSHIP

- » To work closely with Bishop's Council, Bishop's Leadership Team, Area Deans and Lay Chairs to devise and implement ongoing diocesan strategy.
- » To enable local communities to develop their vision for worship and mission.
- » To act as sponsoring bishop for ordinands.
- » To champion the Diocese of Durham locally, regionally, nationally.

### ■ CREATING HEALTHY AND FLOURISHING CHURCH STRUCTURES

- » To work with others ensuring Diocesan structures, at all levels, are healthy and continually developing.
- » To help implement Deanery Plans, and enable their ongoing development.
- » To take a leading role in helping develop stewardship in the diocese.
- » To play a full part in ensuring the Diocese runs on a sound financial basis.
- » To play a full part in ensuring the Diocese is a Safe Church.
- » To support the Diocesan Bishop in upholding clergy discipline in all its aspects.
- » To play a full part of Northern Church Leaders ecumenical life.

### ■ RE-IMAGINING MINISTRY

- » To play a lead role in the development of the ministry of all God's people.
- » To encourage and equip lay people's discipleship including in school, the workplace and community.
- » To promote and develop the well-being of clergy.
- » To seek creative development of ordained ministry.
- » To play a full part as a reviewer in the MDR scheme.

### ■ COMMUNITY TRANSFORMATION AND PUBLIC SQUARE ENGAGEMENT

- » To build and maintain key links and relationships in the community, notably in Gateshead, South Tyneside and County Durham.
- » To engage with poverty issues.
- » To engage with schools and other education institutions.
- » To engage with leaders of civic society.
- » To play a key role in relationships with other faith leaders working for the common good.
- » To help local churches engage well with their community.
- » To help the Diocese in its engagement with diversity and inclusion issues in church and community.

### ■ SPIRITUAL LIFE AND PERSONAL DEVELOPMENT

- » To be committed to ongoing personal growth as a disciple.
- » To be committed to ongoing learning and development.
- » To value and explore learning from other nations and cultures as a member of God's global church.
- » To continue to develop personal interests.



## 2.2 - PERSON SPECIFICATION

### PREVIOUS EXPERIENCE

- » A person whose love for God in Jesus Christ and God's people is evident.
- » Priest with significant experience of parochial ministry, but experience in cathedral, chaplaincy or theological education would be welcomed.
- » Experience of leadership in a diocese, cathedral or other institution.
- » Experience of engagement with civic leadership, business, civil society.

CRITERIA	ESSENTIAL	DESIRABLE
<b>THEOLOGY</b>	<ul style="list-style-type: none"> <li>» Clear theological understanding</li> <li>» Confident in own theological views with openness to breadth of Church of England</li> <li>» Effective and accessible preacher and teacher</li> </ul>	
<b>VISION FOR MISSION AND DELIVERY</b>	<ul style="list-style-type: none"> <li>» Ability to share the good news as witness and persuader.</li> <li>» Experience of enabling church growth in depth, engagement and number.</li> <li>» Clear, creative leader of worship and prayer.</li> </ul>	<ul style="list-style-type: none"> <li>» Church planting</li> <li>» Experience of fruitful ministry with children/young people/families.</li> <li>» Urban-Estate ministry experience.</li> </ul>
<b>ENGAGEMENT IN COMMUNITY LIFE AND PUBLIC ISSUES</b>	<ul style="list-style-type: none"> <li>» Experience in engaging with and promoting community transformation.</li> <li>» Building relations with civic leaders, business.</li> <li>» A commitment to world issues.</li> </ul>	<ul style="list-style-type: none"> <li>» Understanding of poverty and evidence of walking with the poor.</li> </ul>
<b>FORMATION OF OTHERS</b>	<ul style="list-style-type: none"> <li>» Discipleship as core formational activity for self and others.</li> <li>» Vocational discernment and development of others</li> <li>» Encouraging creative ministerial development – lay and ordained.</li> </ul>	<ul style="list-style-type: none"> <li>» Vocations work</li> <li>» BAP Selector</li> </ul>
<b>MANAGEMENT OF RESOURCES AND STRUCTURES</b>	<ul style="list-style-type: none"> <li>» Demonstrable awareness of sound financial and budgetary management.</li> <li>» Strategic thinker with capacity to enact.</li> <li>» Trustee experience.</li> </ul>	<ul style="list-style-type: none"> <li>» Experience of handling disciplinary issues.</li> </ul>
<b>LEADERSHIP AND OVERSIGHT OF OTHERS</b>	<ul style="list-style-type: none"> <li>» Inspirer and encourager.</li> <li>» Well-honed listening skills.</li> <li>» Pastoral carer.</li> <li>» A collaborative style that enables clear decision making and direction.</li> <li>» Carries authority.</li> <li>» Ability to build capacity and enable succession planning.</li> <li>» Able to surface and manage conflict.</li> </ul>	
<b>WORKING WITH OTHERS</b>	<ul style="list-style-type: none"> <li>» Management of staff.</li> <li>» Able to both accept direction and offer it.</li> <li>» Ecumenical experience.</li> <li>» Inter-faith and inter-cultural experience.</li> <li>» One who draws out the good in others.</li> </ul>	<ul style="list-style-type: none"> <li>» Anglican, or other, overseas links/experience.</li> <li>» Foreign language.</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>» An open accessible person.</li> <li>» A person who 'lights up the place'.</li> <li>» Sense of humour.</li> </ul>	

### 3 - BENEFITS

<b>STIPEND:</b>	£36,210
<b>PENSION:</b>	Clergy Pension Scheme
<b>CAR:</b>	Provided by Church Commissioners on a 4 year lease
<b>OFFICE PROVISION:</b>	In the house
<b>WORKING EXPENSES:</b>	Met in full from Church Commissioners Global Budget
<b>SECRETARY:</b>	PA based in Bishop of Jarrow's house

### 4 - DIOCESE & BACKGROUND

<b>GEOGRAPHICAL AREA:</b>	7 local authorities: County Durham, Stockton, Darlington, Hartlepool, City of Sunderland, South Tyneside, Gateshead.
<b>HISTORICAL BACKGROUND:</b>	We trace our roots to Aidan's mission based on Lindisfarne and the bishops of Lindisfarne. Durham Cathedral as the shrine of St Cuthbert was founded in 1093 and the Bishops of Durham have led the church since. The diocese has existed in its current form since 1882.
<b>SIZE OF POPULATION:</b>	1.5 million people.
<b>NUMBER OF CONGREGATIONS:</b>	214 Parishes. 160 Benefices. 14 Deaneries.
<b>NUMBER OF CLERGY:</b>	163 stipendiary clergy including 23 curates. 31 SSM clergy including 17 curates. 37 sector chaplains. 2 lay posts.
<b>SPECIAL FEATURES:</b>	North Eastern Ecumenical Leaders, Ampleforth Covenant





Diocese of Durham

We are the Church of England from the Tyne to the Tees and the Dales to the Sea, blessing our communities in Jesus' name for the transformation of us all.



## STRATEGIC OUTCOMES

*What we need to be good at*

### Transforming Communities

We are working for the well-being of all in our communities. We are challenging the established order for the common good.

### Transforming Churches

Christian witness is making a visible impact in every community.

### Transforming Lives

We are changing and enriching people's lives through the Gospel.

## KEY PRIORITIES

*Where we will put our energies?*

### Children and Young People

Listening to young people; good childhood; education for life; opportunities for young adults (18-25) to grow in life skills, leadership and discipleship.

### Poverty

Responding to all forms of poverty (not just economic); help to move out of poverty; challenging injustice; fostering dignity.

### Growing Churches

Deeper love for God and neighbour; growing numbers; more community engagement; care for the world.

## ENABLING FACTORS

*What will help us get there?*

### Prayer & Discipleship

Maintain and build the community of faith.  
(eg: Partnership for Missional Church, Blessing Course, Alpha, Thy Kingdom Come).

### Building Congregations

Work within and across local areas to grow mission and ministry.  
(eg: Missional Leadership for Growth).

### Growing A Younger Future

Focus and work with families and young people.  
(eg: Schools, Children & Young People activities).

### Planting & Growing

Build a network of churches who grow, plant new churches and create *Mission Energy*.  
(eg: Strategic Development Fund Focus, Fresh Expressions).

### Understanding and Working in Our Communities

Identify need, listen, offer welcome and hospitality, work with partners to meet community needs.  
(eg: Bridge, Communities Together Durham, Clewer Initiative).

### Developing Leaders

Identify, equip and support our lay and clergy leaders in every congregations and every church in their work.  
(Vocations development, Ministerial Development, Lay leaders' training).  
Develop Christians of all ages to become leaders in their communities. (eg: Setting God's People Free)

## RESOURCING

*How we resource our plans for a sustainable future.*

### Deanery Plans

#### Our Buildings

Developing our buildings to become centres of mission that facilitate the release of Missional energy.

#### Our People

The human resources we deploy in support of our activities.

#### Our Money

The resources we use to fund our activities.

#### Our Toolkit

The resources we develop and make available to support mission in our parishes.

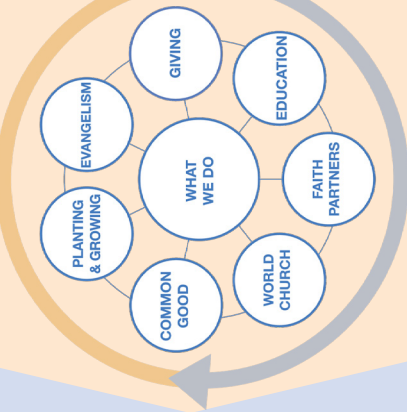
## Our Values

All of our activity is underpinned by gospel values founded in the reality of the life, death and resurrection of Jesus.

We work with partners who share our values to deliver our vision. These include:

- Local organisations and groups
- The National Church
- The World Church
- Ecumenical Partners

## HUBS OF ACTIVITY



Diocesan Business Plan 2016 - 2020  
Version 6 - June 2018



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The Durham Diocesan Board of Finance is the Financial Executive of the Diocese of Durham of the Church of England, is registered in England (Company No 192018) under the Companies Act, is a Company Limited by Guarantee and is a Charity registered under No 248287