



Appointment of the Archdeacon of Bath



DIOCESE OF
Bath & Wells

Living and telling the story of Jesus

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Bishop Michael

One of the things I have appreciated most on coming to Somerset as the new bishop has been joining the bishop's staff team of our diocese of Bath and Wells. This has been a wonderful experience of strength, vitality, comradeship and encouragement. Our archdeacons are central to the work of this team. So if you're reading this document, I'm delighted that you're considering joining us and all that the future may hold.

So what are we looking for in our next Archdeacon of Bath? Most importantly, we're looking forward to welcoming a colleague who'll bring the following:

- A positive enjoyment in enabling the whole life of the parishes of the archdeaconry to work well. For the five deaneries that come under their care, the Archdeacon of Bath is the 'oil in the machine' – solving problems, identifying opportunities, making sure that the infrastructure works. We want a colleague who'll be energised and enthused by such a task.
- A pastoral heart for all the people with whom the Archdeacon of Bath will work – churchwardens and clergy, PCC members and people, diocesan support services and many others. The archdeacon is the 'team leader' of our excellent area and lay deans, growing their capacity and offering high challenge and high support so that our churches can grow and transform our communities as together we live and tell the story of Jesus.
- An ability to use their deep knowledge and connectedness of the hopes and challenges, needs and dreams of local parishes and people to shape and hone the vision and strategy of our diocese. We're constantly saying to our parishes, schools and chaplaincies 'You are the experts'. The next Archdeacon of Bath will play a key role in enabling local expertise powerfully to shape our wider plans and picture.

Above all, we pray that the next Archdeacon of Bath will be the person that God has called to take on this role. For then it will be for that person's flourishing and joy – and ours too. So please do prayerfully consider whether this might be your next step on your journey with God. If you think that might be the case, we look forward to reading your application.

+ Michael Bath & Wells.

The Diocese of Bath and Wells

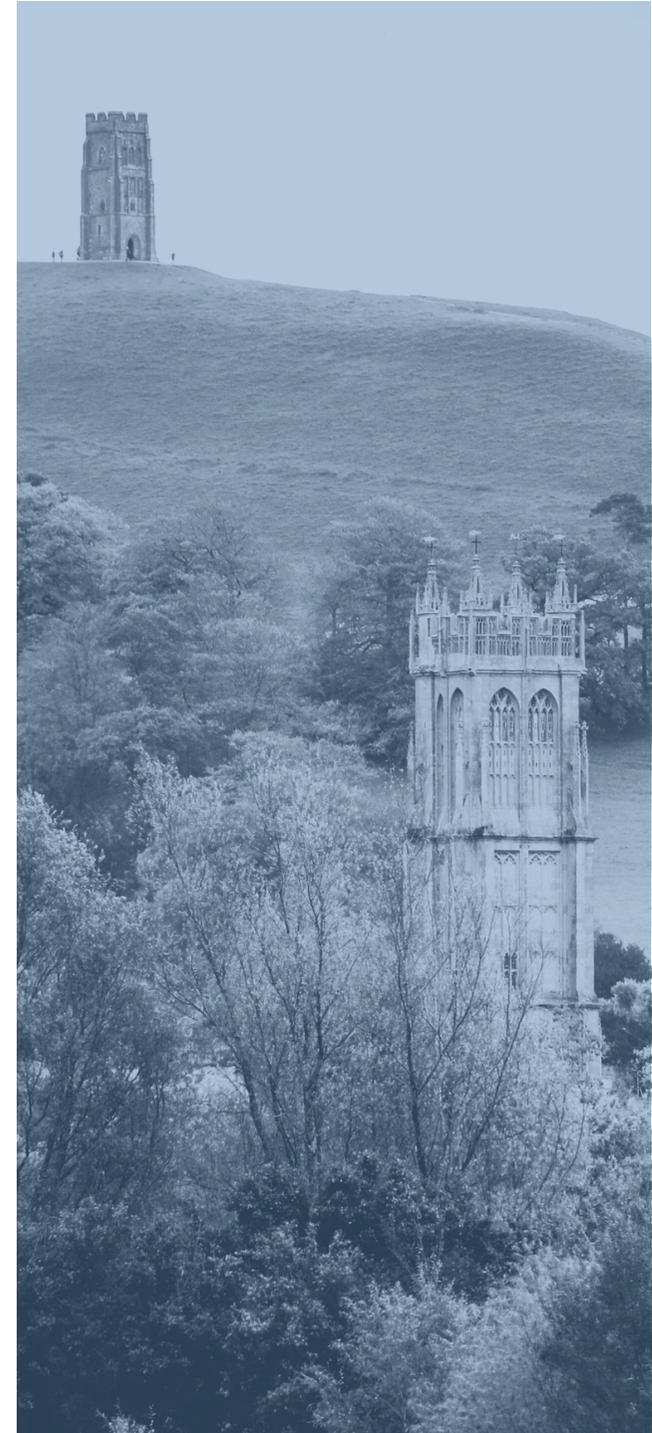
The Diocese of Bath and Wells broadly encompasses the historic county of Somerset, extending to include a small part of the county of Dorset. It is a diverse region with more than 500 settlements across the county, many of them small and rural which account for 43% of the population. Although two thirds of Somerset is rural, more than half the population lives in urban areas.

The diocese loves and serves in the region of 1,000,000 people who live here through its family of 466 parishes and 182 church schools and more than 170 chaplaincies. This family works for the good of local communities in a range of practical and pastoral ways, caring for the vulnerable, supporting families and encouraging children and young people.

The Bishop of Bath and Wells has overall responsibility for the diocese. He is assisted by a suffragan bishop, the Bishop of Taunton (currently seconded as acting Bishop of Coventry).

There are three archdeacons in our diocese, serving the archdeaconries of Bath, Wells and Taunton. There are 160 stipendiary clergy posts, 42 self-supporting licensed clergy and 210 licensed Readers.

Everything the diocese does is underpinned by prayer and worship and we are driven by our vision that: 'In response to God's immense love for us, we seek to be God's people, living and telling the story of Jesus.' We seek to live this story as disciples of Jesus Christ in the world and to tell it, both in sharing the good news and by the way in which our lives speak about Him.



Living and telling the story of Jesus

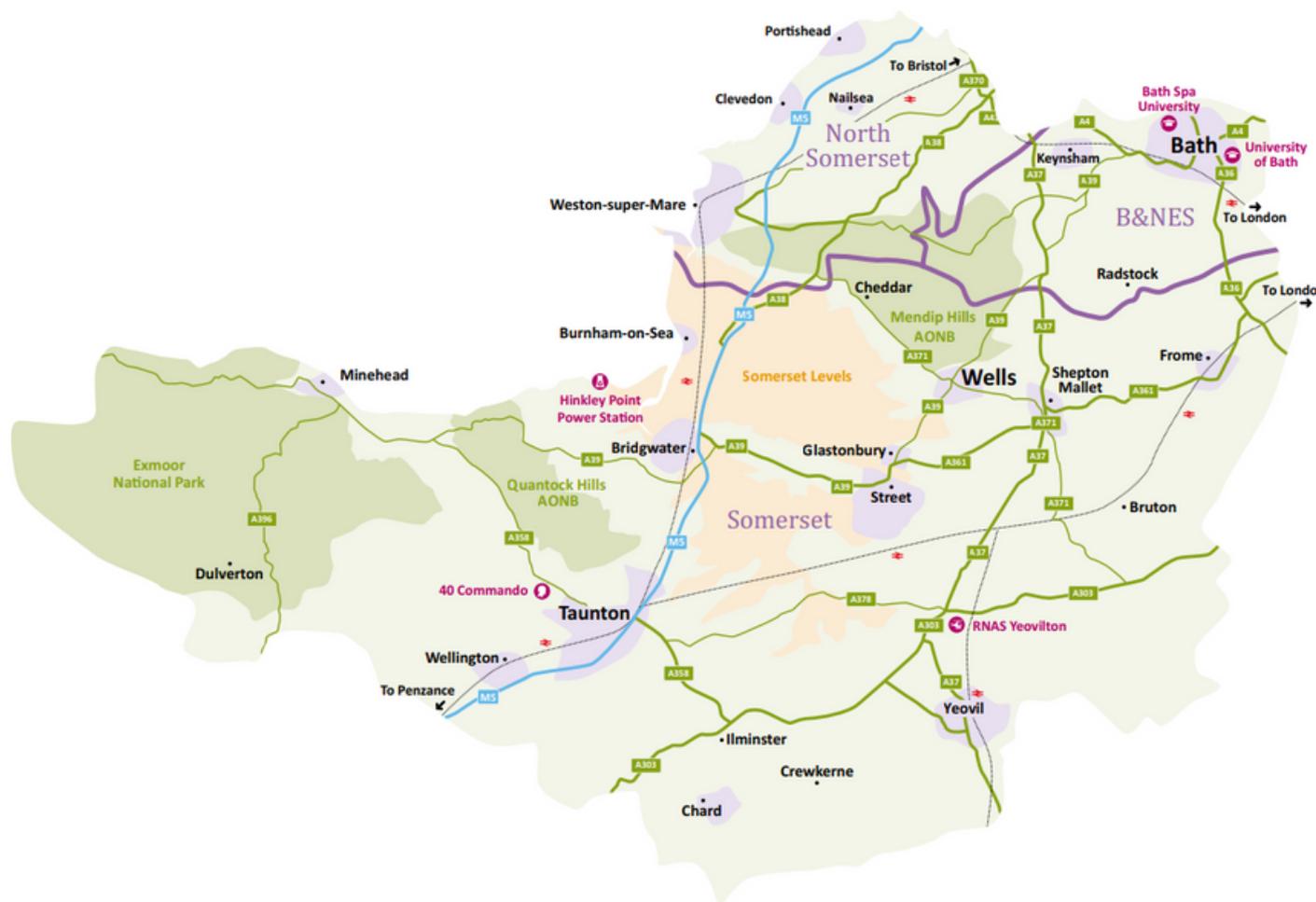
Our vision and strategy speaks to the story of Jesus; his life, teaching and work, his death and resurrection; the story which is the context of our faith and the content of our message. In the Diocese of Bath and Wells we strive to be a growing church. We are committed to witnessing and to living out the Gospel of Jesus as we seek to transform and be at the heart of our local communities, bringing love and care for our neighbours, and service to those in need.

We are working together to achieve this by:

- Valuing and cherishing the people and resources we already have
- Developing new Christian worshipping communities
- Sharing in leadership and ministry
- Deepening and growing faith



The Diocese of Bath and Wells



Ministry

Stipendiary clergy posts 160

Self-supporting clergy 42

All licensed clergy 228

Licensed chaplains 83

Clergy with permission to officiate 295

Readers 210

Lay Worship Assistants 83

Lay Pastoral Assistants 80



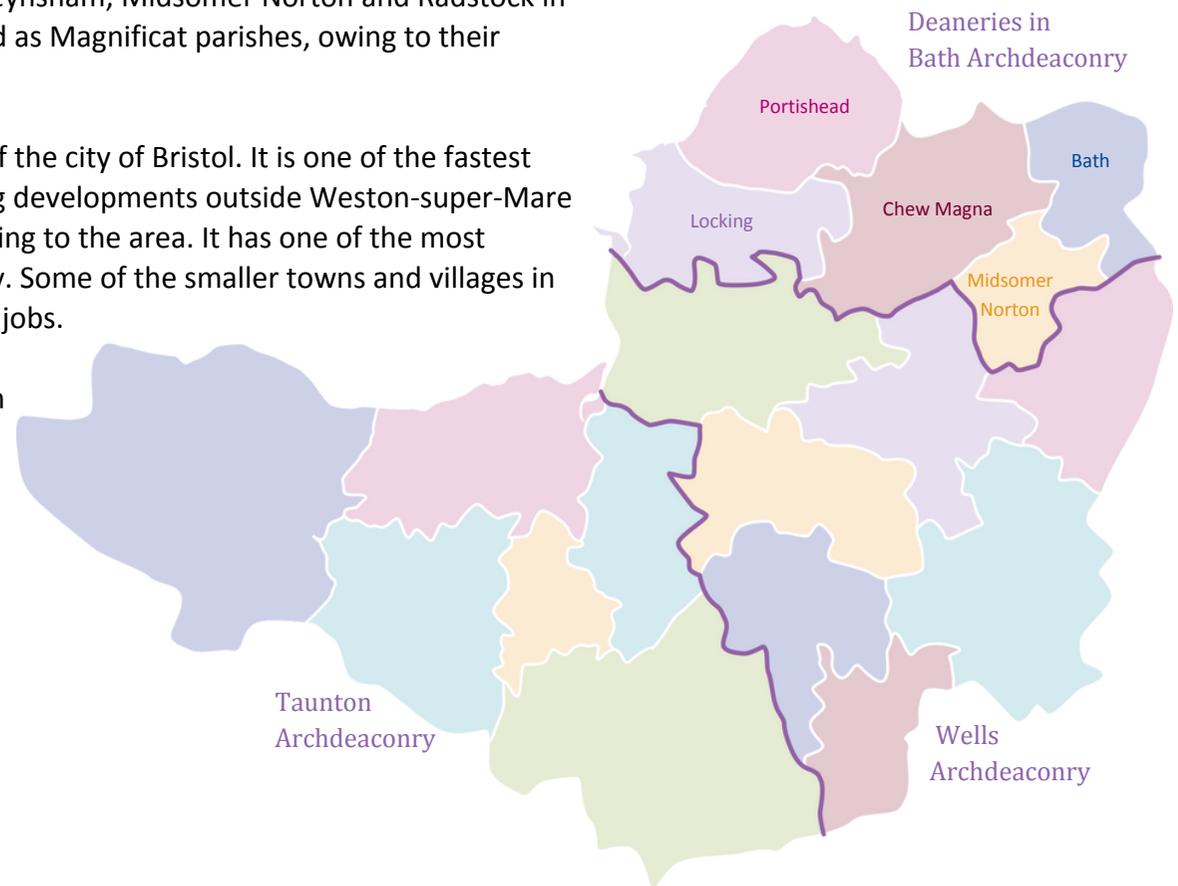
Archdeaconry of Bath

The Archdeaconry of Bath covers the northern part of the diocese: from Bath to Portishead; from the Mendip Hills north to the Chew Valley and Keynsham. It includes Bristol Airport and Royal Portbury Docks.

The city of Bath is the largest centre of population. Other larger communities include the coastal areas of Weston-super-Mare, Clevedon and Portishead in the west, and Keynsham, Midsomer Norton and Radstock in the east. Eight parishes in the archdeaconry have been designated as Magnificat parishes, owing to their location in an area of multiple deprivation.

The north of the archdeaconry is a largely rural area south-west of the city of Bristol. It is one of the fastest growing parts of the West of England with significant new housing developments outside Weston-super-Mare and Portishead. It is a tourist destination and attracts people retiring to the area. It has one of the most extreme gaps between the most and least deprived in the country. Some of the smaller towns and villages in the archdeaconry struggle with high unemployment and low paid jobs.

The city of Bath is home to two universities, the University of Bath and Bath Spa University. Between them, they have over 20,000 national and international students and employ more than 5,600 staff. The city also has areas of significant deprivation. Bath and North East Somerset has at least two wards that are in the top 10% of the most deprived wards in the country.



Role of archdeacons in the Diocese of Bath and Wells

In our diocese, archdeacons are trusted and valued members of our diocesan leadership team who enable, support and challenge parishes, make our diocesan systems work and tackle problems as they arise. Working closely with their archdeaconry assistant, archdeacons ensure that the day-to-day statutory responsibilities and needs of churches are met. With the bishops, they are responsible for making clergy appointments.

The archdeacons in the diocese are responsible respectively for the archdeaconries of Bath, Taunton and Wells. The three archdeacons are mutually supportive of each other and seek to model the 'no-one alone' policy that the diocese commends to all parochial clergy.

They are strategic leaders, working within the bishop's leadership team and alongside area and lay deans and Bishop's Council to shape our vision and mission.

The archdeacons work closely with our diocesan support services enabling parishes, schools and chaplaincies to receive help and assistance that is relevant, timely and effective.

Although not a reporting line in the conventional sense, archdeacons are the key persons in the development of the individuals and parishes in their care. Theirs involves a responsibility to and for ordained and lay ministers in the archdeaconry. They offer pastoral care, high challenge and high support to all those they serve.

Our archdeacons play a key role in setting our diocesan culture. They are team players with a high trust in local expertise and decision making. As archdeacons they are committed to the highest standards in safeguarding and consistently advocate for the four areas of our diocesan vision that helps us grow our churches and transform our communities.





Person specification

The person appointed should have been in Anglican orders for at least six years. She/he will need to be:

Grounded in their own faith

The next Archdeacon of Bath will be committed to the flourishing of all and able to relate well to all the traditions of the Church of England. A person of prayer, they will prioritise sustaining their own walk with God through engagement with scripture, study and times of retreat and refreshment.

Strongly experienced in parish ministry

They will be committed to the growth, good order and thriving of our parishes, missionally, pastorally and financially. Willing to grasp nettles, they will be committed to the routines of sustaining our parish systems including a strong support for safeguarding.

A team player

They will be a resilient, calm, approachable presence who is able to share in collective responsibility for the leadership of our diocese marked by honesty, integrity and wisdom. They will be committed to building up and enabling the work of deanery teams.

A strategic thinker

They will be outward looking and gifted in spotting potential and encouraging diversity. They will grow teams and empower others, able to draw on the strengths of all. A good listener, they will be a natural communicator, able to speak up both for our diocese, the deaneries of the archdeaconry and our parishes, schools and chaplaincies.

Our next Archdeacon of Bath will be a generalist who can absorb information, interpret it and communicate it. Sometimes they won't know the answers! What they will need is the ability to draw on the expertise of others and recognise when that is required.

Statutory duties

The statutory responsibilities are set out in Canon C22 and other legislation and can be summarised as follows:

- Conduct quinquennial Archdeacon's Visitations in parishes and carry out duties under the Inspection of Churches Measure 1955.
- Arrange yearly visitations and admit churchwardens annually to their office.
- On receiving the directions of the bishop, induct any priest who has been instituted to a benefice.
- Working with the bishop, take responsibility for identifying the need for pastoral re-organisation and negotiating any proposals for it with all interested parties.
- Be involved in the consultation with parishes on clergy vacancies and the subsequent discernment process, including role descriptions, interview and appointment processes.
- Have oversight of glebe and parsonages in the archdeaconry, working in close partnership with the diocesan secretary and the diocesan property department.
- Under the Faculty Jurisdiction Measure 1964, oversee all churches in the archdeaconry, be a member of the Diocesan Advisory Committee (DAC), and be responsible for ensuring that proper records are maintained in churches.
- Visit churchyards and parishes to prepare reports for the registrar when consecrations or closures are required.
- Be appropriately involved in matters of clergy discipline and capability procedures, including specific duties outlined in the Clergy Discipline Measure 2003 and the Ecclesiastical Office (Terms of Service) Measure 2009.
- Investigate grievances under the Grievance Procedure code of practice.



Currently our archdeacons are all members of the following:

- Diocesan Synod (ex officio)
- Bishop's Council (ex officio)
- Diocesan Advisory Committee for the Care of Churches (ex officio)
- Diocesan and Archdeaconry Mission and Pastoral Committees (ex officio)
- Board of Finance and its Finance Group

The three archdeacons also individually chair or are members of other diocesan committees and bodies. In addition, archdeacons also take on particular strategic portfolios, as agreed with the bishop. Other commitments include regular meetings with area deans and lay deans. Archdeacons also take part in safeguarding core groups in their archdeaconry.

The Archdeacon of Bath will be ex officio an Honorary Canon of Wells Cathedral. The College of Canons meets at least once each year, and members act as ambassadors of the cathedral to the diocese and of the diocese to the cathedral.



Terms and conditions

Appointment

The appointment will be made by the Bishop of Bath and Wells in consultation with his colleagues and in line with our diocesan commitment to safeguarding and safer recruitment. The appointment is made under common tenure and the archdeacon will take part in a regular cycle of Ministerial Development Review.

Diocesan and archdeaconry structures

The archdeacon has statutory authority and exercises ordinary jurisdiction in the archdeaconry for which she/he is accountable to the diocesan bishop. In the day-to-day supervision of the parishes and office holders she/he works in close partnership with the Bishop of Bath and Wells and the Bishop of Taunton.

Remuneration and pension

The archdeacon's stipend will be paid at the prevailing rate, reviewed annually. The standard provision of the Church of England pensions scheme applies.

Housing

The archdeacon's house is located in the village of Saltford, situated between Bath and Keynsham. There are four bedrooms, two bathrooms, a study, private garden and an archdeaconry office which has separate access for visitors but a connecting internal door to the house.

Holidays

Six weeks per year.

Retreats and continuing ministerial development

Time is available for personal continuing education and retreats.



Expenses of office

Paid in full at current diocesan rates.

Car driver

Due to the extensive travel required for this post, the post holder is required to have a full driver's licence and a car.

Archdeaconry assistance

The archdeacon line-manages and is supported by Denise Blake, Archdeaconry Assistant, who works 30 hours over four days. Denise works from the archdeaconry office which is located in the archdeacon's house, and from home. She has particular responsibilities for correspondence, diary and planning.



How to apply

Please apply for this post using the application form which can be downloaded from bathandwells.org.uk/clergy-vacancies - and send this by post or email, to:

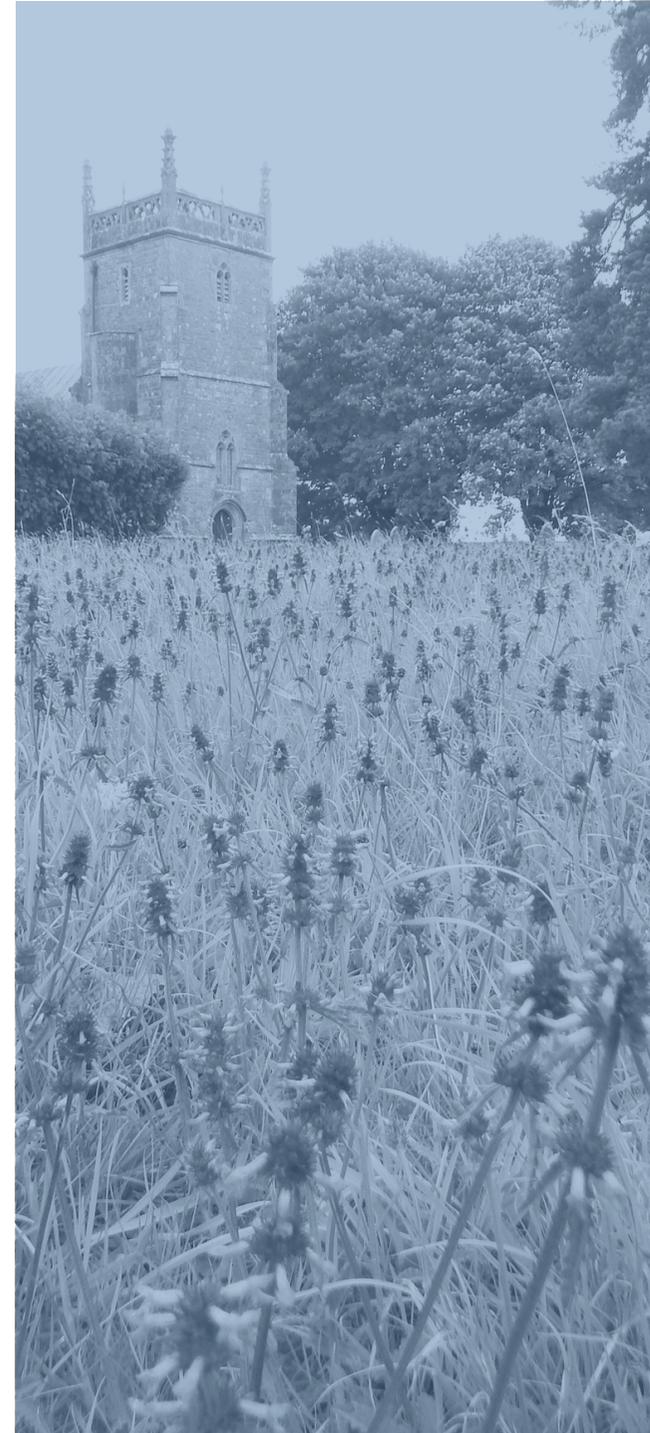
Enita Andrews
HR Manager
The Diocese of Bath and Wells
Flourish House
Cathedral Park
Wells BA5 1FD
Email: enita.andrews@bathwells.anglican.org | Tel: 01749 685113

The closing date for applications is Friday 3 May.

Interviews will take place on 22 and 23 May 2024.

This appointment is subject to a clear enhanced DBS disclosure and full compliance with current Church of England safeguarding training requirements. This appointment is subject to proof of the right to residency in the UK under UK Visa and Immigration regulations.

For an informal discussion and for factual enquiries please contact Paula Denyer, Bishop of Bath and Wells PA for Diary.
Tel: 01749 683140 | [email: paula.denyer@bathwells.anglican.org](mailto:paula.denyer@bathwells.anglican.org)





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