



Diocese of *Rochester*
called together

ROLE DESCRIPTION AND PERSON SPECIFICATION

for the Archdeacon of Bromley and Bexley



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A MESSAGE FROM BISHOP JONATHAN

Thank you for your interest in this post. The vacancy has arisen because of the retirement of the Venerable Paul Wright, and represents an exciting opportunity for both the successful applicant and the Diocese

The new Archdeacon of Bromley and Bexley will begin this post at a kairos moment. As the nation slowly emerges from a pandemic that has hurt so many through bereavement, illness and lost employment and which is re-shaping much of how we think about the world, we endure the realities of war in Europe and we face a cost of living crisis, the Church is also at a key moment in its life. There is pastoral work with those who have endured loss, community engagement where care for other people needs to be organised, and evangelism to do as we both listen to others and share with them the hope we have in Christ.

The Diocese of Rochester has reviewed its Called Together strategy in the light of all this and has established five priorities, based on the five marks of mission, to guide next steps. These Called Together priorities are:

- Enabling each church to be mission minded
- Helping children, young people and adults live out everyday faith in Jesus
- Supporting loving service in local communities
- Speaking and responding to the prophetic voice of justice and peace
- Protecting creation's life for future generations

If you like, 5 Es: evangelism, everyday faith, engagement with communities, equity, environment.

We are looking for someone who will:

- Be rooted in a life of prayer and study of the scriptures
- Think inventively, having the gift of leading and enabling churches in mission in a mixed ecology
- Encourage and inspire the people of God to live out the Gospel in everyday life
- Understand the nature and rhythm of urban ministry, given the setting of the Archdeaconry
- Show loving concern and pastoral sensitivity to those in their care
- Have a mature and intuitive faith that understands challenges and is unafraid in the midst of them
- Truly get the meaning of collaborative ministry
- Help our churches and Diocese to address the challenges of racial injustice and to reflect more fully the diversity of our communities

Following a vacancy in see I will begin as the diocesan Bishop in summer 2022. The Archdeacon of Bromley and Bexley will be a key member of the Bishop's leadership team, helping to shape the future life and growth of the Diocese.

Above all, we are praying for someone with a deep love for God, who is eager to search for, and show, ways in which the kingdom of God is drawing nearer in the challenges we face.

+ Jonathan,
Bishop of Rochester

5 E's:

Evangelism

Everyday faith

Engagement with communities

Equity

Environment



TRINITY
The school has built a curriculum which is **relevant** to the needs of all in its care - ensuring that each pupil is challenged according to their ability. Learning moves smoothly from Year through to our extensive provision in the Sixth Form.

TRINITY
We want young people to be **inspired** in all that they do, whether through the Arts, in sport, through the spiritual life of the school or in many other areas. Trinity encourages all pupils to be ambitious and to maintain high standards.

Trinity CE Secondary school, Belvedere

SPECIFIC RESPONSIBILITIES OF THE ROLE

The Archdeacon of Bromley and Bexley will share in the Bishop's leadership of the Diocese. In particular, he or she will:

- Give attention to personal prayer, study of the scriptures, theological reflection, preparation for preaching and worship and a rhythm of sabbath rest
- Report to, and speak on behalf of, the Bishop in archdeaconry and designated wider matters
- Build good relationships across the different communities of the Archdeaconry, regularly visiting and sharing in the life and worship of local parishes, chaplaincies, fresh expressions and community projects
- Create and develop a ministry plan which will establish effective structures for mission in the Archdeaconry, including pastoral schemes and Bishop's Mission Orders.
- Chair the Archdeaconry Steering Group in its remit for mission and ministry
- Work with the relevant Area Dean to support parishes and benefices through a vacancy, including an exit interview with the departing priest; ensuring there is good, honest reflection on the parish profile and overseeing the interview process in conjunction with the patron and parish representatives
- Induct and install newly appointed ministers
- Work with the Bishops in the pastoral care of the clergy and their families
- Conduct an interim review with the archdeaconry clergy on a three year cycle
- Admit Churchwardens to office at the annual Visitation service
- Ensure that safeguarding is embedded in church culture and that policies are properly implemented across the board

- Serve on appropriate diocesan bodies, helping with strategic planning:
 - Bishop's Leadership Team
 - Bishop's Council
 - Diocesan Synod
 - Archdeaconry Steering Group
 - Called to Grow Project Board
 - Clergy Houses Committee
 - Diocesan Advisory Committee
 - Finance Committee
 - Other committees from time to time
- To be a member of the College of Canons and to take an appropriate part in the life of the Cathedral
- Meet regularly with the Area Deans of the Archdeaconry, offering guidance and support to them, Deanery Lay Chairs, Churchwardens and other parish officers
- Relate well to borough, public, private and third sector leaders
- To undertake the statutory duties of an archdeacon as laid out in Canon C22 and other ecclesiastical legislation
- Address difficulties or disputes as they arise in parishes; to seek resolutions through advice and negotiation, but where necessary take formal action under the Clergy Disciplinary
- Measure and other legislation concerning the conduct of Clergy, Churchwardens and PCCs
- To undertake such other duties as the Bishop of Rochester may request



New mums group at Christ Church, Chislehurst

PERSON SPECIFICATION

The Archdeacon of Bromley and Bexley will be someone who displays the following characteristics:

- Is a disciple of Jesus Christ with a heart for the kingdom of God and is able to inspire others to follow Jesus more closely
- Is a loyal friend and colleague who has a genuine grasp of collegiality and the spiritual fruit of wisdom, patience and kindness
- Understands the Called Together priorities and can help imaginatively with their realisation in the places of the Archdeaconry and across the wider Diocese
- Preaches and leads worship in a way that inspires and deepens faith in God
- Understands the reality of urban life and ministry and is sympathetic with this
- Has a good grasp of the spiritual and social implications of the Covid-19 pandemic and the novel challenges and opportunities churches face as they emerge from restrictions
- Can innovate and lead for change, is adaptable, relishes problem solving and is a peaceable, astute presence in the middle of conflict
- Is enthusiastic about mission in parishes, chaplaincies, schools and the mixed ecology of Church
- Has good personal experience of leadership in parish life
- Is an able communicator, both orally and in writing
- Can chair meetings in a timely manner and with attention to core tasks
- Is competent in the digital settings of worship and collegial meetings
- Can manage projects and tasks and deliver these efficiently
- Has the capacity to understand ecclesiastical and other law as it relates to the ministry of an archdeacon
- Grasps complex documents, financial and legal reports in an effective way, contributing to their content and shape
- Be a credible public representative of the Church of England in wider society and with ecumenical and other partners
- Has the ability and willingness to drive up to 10,000 miles a year on archdeaconry business
- Models a healthy and balanced life, with a good sabbath rhythm that includes a weekly day of rest, and giving time to family, friends and recreation
- We are keen to increase the diversity of our Diocesan leadership team and would particularly encourage applicants from diverse backgrounds
- Is committed to addressing racial injustice in the church and in society

- SAFEGUARDING
- KEY RELATIONSHIPS
- EXECUTIVE ADMINISTRATOR

SAFEGUARDING

The Diocese of Rochester takes its safeguarding duties seriously and views a good safeguarding culture as the foundation of a flourishing Church. Archdeacons work closely with the Diocesan Safeguarding Team and usually chairs Safeguarding Core Groups within their archdeaconries. The role of Bishop's Safeguarding Lead is shared among the Archdeacons, changing every three years.

KEY RELATIONSHIPS

Diocesan teams work collaboratively and there are a series of relationships that will encourage and strengthen the ministry of the Archdeacon of Bromley & Bexley. In addition to an expected close working relationship with the Bishop of Rochester and the two other Archdeacons, further key partnerships include the Diocesan Secretary, the Finance Director, the Secretary to the DAC, the Director of Formation and Ministry, the Operations Management Team and the Diocesan Board of Education.

EXECUTIVE ADMINISTRATOR

Administrative support is provided by the experienced part time Executive Administrator, in support of their role. The Executive Administrator also supports the Archdeacon of Rochester, and is based at the Bromley & Bexley Archdeaconry.

The Archdeaconry is located at The Archdeaconry, The Glebe, Chislehurst, BR7 5PX. It is a 4-bedroom two-storey house with an office space and study on the ground floor for the Archdeacon and Archdeacon's EA. The upper floor is used as the family home and are separate from the workspace. The rear garden is landscaped with mature planting. There is a double garage and parking for 3 further cars on the drive, with additional local street parking. The property is well located for local amenities in Chislehurst and extensive facilities available within Bromley and the surrounding area. Chislehurst train station is walking distance from the house on a quick line into London



THE ARCHDEACON'S HOUSE



Jubilee celebrations at St John, Sidcup

THE DIOCESE OF ROCHESTER

We are a diverse and vibrant community of faith. Rural, but also significantly urban and suburban, we benefit from and are challenged by the continual outflow from London.

The wealth of cultures in the Diocese is huge. The benefits, actual and potential, for mission and ministry flow from this rich mix; a mix which represents some of the most prosperous and poorest areas of the country. Because of this, we either have some of the biggest challenges or, as we see it, some of the best opportunities for growing God's Kingdom.

Ethnic diversity is a growing feature of our communities, and this is reflected in many of our congregations. Diocesan-level world Church partnerships are an important component of life.

There are active relationships with the Dioceses of Mpwapwa and Kondoa in Tanzania, the Diocese of Harare in Zimbabwe and with the Evangelical Lutheran Church of Estonia. These partnerships are expressed through parish and school links as well as at diocesan level.

OUR ARCHDEACONRIES

One of the strengths of the shape of the Diocese is its archdeaconries. Each has significant internal coherence, with each one relating fairly naturally to a particular piece of civic, social, or economic geography.

Although the smallest in terms of geographical area, the Archdeaconry of Bromley and Bexley is the most densely populated, with around 40% of the total population of the Diocese living within it.

Our most rural archdeaconry, the Archdeaconry of Tonbridge, has a number of larger congregations, particularly in Tunbridge Wells, Tonbridge, and Sevenoaks, but there are also congregations serving some relatively small rural communities.

Rochester Archdeaconry covers the Medway towns, incorporating local campuses for three universities (Kent, Canterbury Christ Church, and Greenwich) and the Ebbsfleet Garden City development – one of the biggest single housing developments in England.

OUR MINISTRY

Across our communities, the Diocese serves a population of some 1.3 million, which is likely to increase by 300,000 over the next twenty or so years.

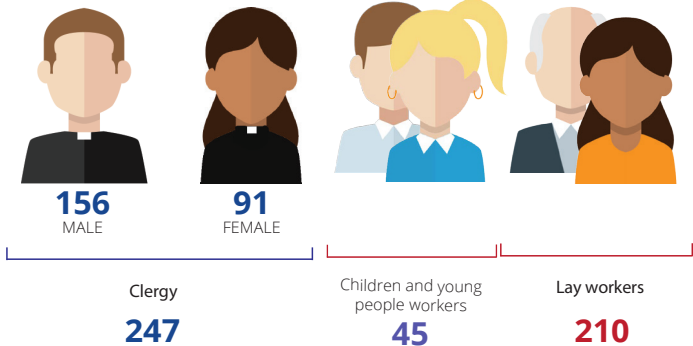
Serving this community we have approximately:

- 161 fulltime equivalent substantive stipendiary parochial posts,
- 21 substantive self-supporting posts: and,
- at any one time 21 stipendiary and self-supporting curates in training.

We believe that all Christian people have a calling from God to know and love him more, and to serve others in his name. Indeed, we are recognised nationally as a leader in lay vocation, particularly for our creative approach to the variety, scope and training of Licensed Lay Ministers, which is unique to our Diocese.

As well as a range of discipleship and prayer courses and materials, our Diocese has pioneered opportunities in Anna Chaplaincy, which has a special focus on those who have dementia and other end of life issues.

Numerous licensed clergy and lay ministers serve as chaplains, and in diocesan and cathedral roles.



Erith walking group

THE ARCHDEACONRY OF BROMLEY AND BEXLEY

The Archdeaconry of Bromley and Bexley lies in the northern-most part of the Diocese and covers the South-East London Boroughs of Bromley and Bexley.

Focal centres of population are the towns of Beckenham, Bromley, Bexleyheath and Erith. Serving a population of nearly 600,000 people, projections suggest that our population will increase steadily, especially within the Borough of Bexley.

Large housing developments are continuing to be built, especially around the Thames riverside around Erith.

The Archdeaconry is well served for transport with motorways and good public transport; many local people commute to work in central London.

There are a number of larger congregations, particularly in Bromley, Beckenham, Bexleyheath and Chislehurst, some of which have a profile which is wider than local.

There are also congregations serving some relatively small rural communities.

CHURCH TRADITIONS

Among the clergy and parishes are those representing almost every ecclesial tradition within the Church of England.

In five parishes, the Bishop shares oversight with the Bishop of Richborough; in two others, the Bishop has put in place arrangements to share ministry with the Bishop of Maidstone.

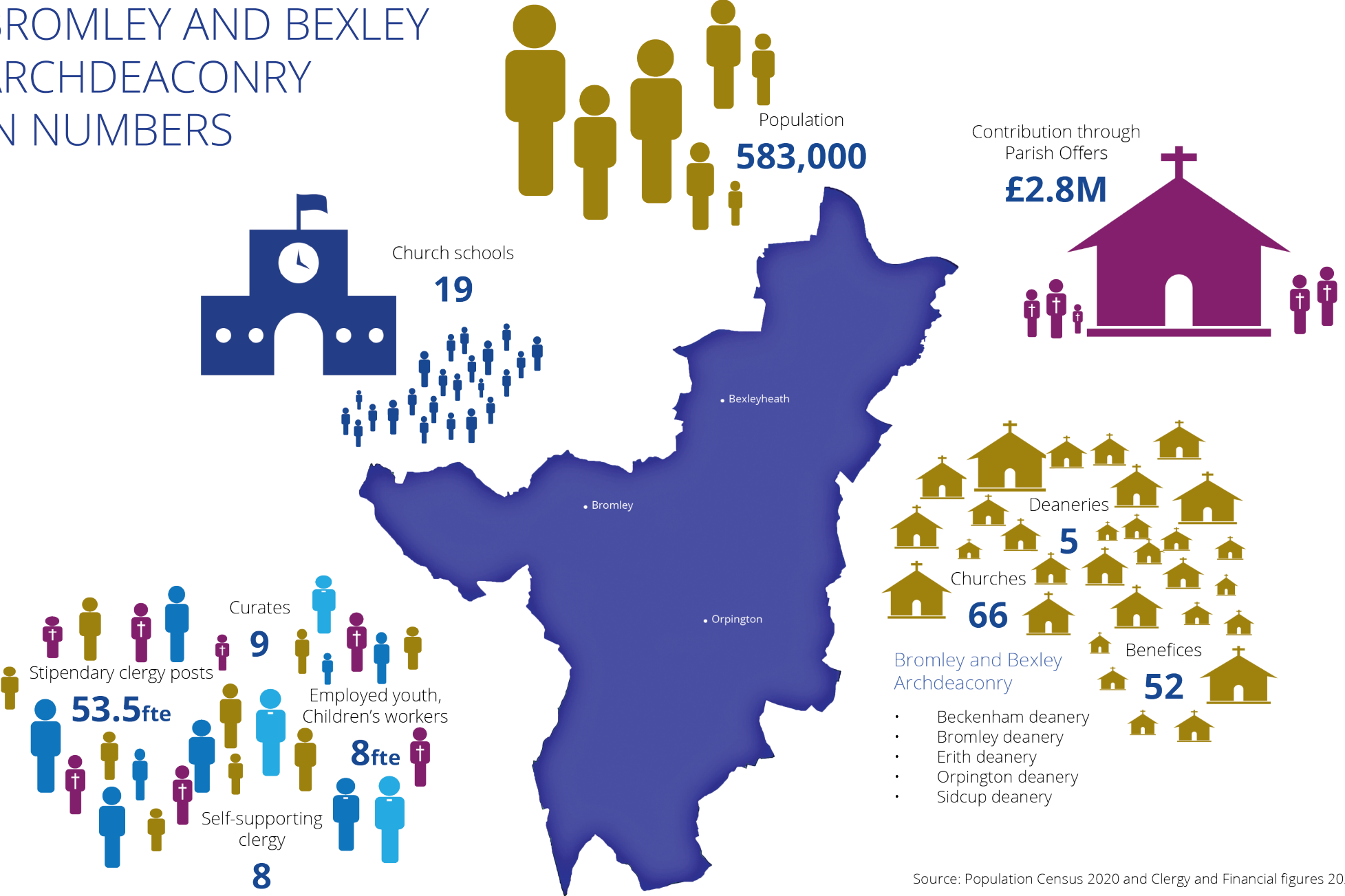
In all such cases, relationship with the Diocese is positive, with clergy and lay people from those parishes making important contributions to the wider life and mission of the church.

SCHOOLS

As well as number of Church primary schools, there are three secondary schools including one of the top Grammar schools in the country.

In many places there are excellent links between the churches and community schools and academies. As elsewhere, the pattern of schools is changing significantly through the creation of new school academies.

BROMLEY AND BEXLEY ARCHDEACONRY IN NUMBERS



Bromley and Bexley Archdeaconry

- Beckenham deanery
- Bromley deanery
- Erith deanery
- Orpington deanery
- Sidcup deanery

Source: Population Census 2020 and Clergy and Financial figures 2021

MISSION AND MINISTRY WITHIN THE ARCHDEACONRY

Within the Archdeaconry are to be found some of the most affluent communities in the country. Alongside that, there are places of real social and community challenge.

For the last few years churches of have offered winter shelter for homeless people; there are other Christian projects working with the homeless and with vulnerable young people; others offer debt advice, and rehabilitation of those with addictions.

In recent months many churches have worked with their local communities to support and welcome refugees from the Ukraine.

While congregations are vibrant, strong and outward looking in many parts of the Archdeaconry, there are places where the church struggles to sustain its life.

Creative reorganisation will be needed in some places, not least to re-direct resources for mission and ministry into areas of new opportunity and challenge.



Bromley Living Well Project



Aerial view of Holy Redeemer, Lamorbey parish



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