



Archdeacon of the Meon

STATEMENT OF NEEDS

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BISHOP'S WELCOME

Welcome to a snapshot of the diminutive and very beautiful Diocese of Portsmouth.

I am delighted you are taking time to explore the possibility of joining us as Archdeacon of the Meon.

For 25 years my sense of vocation to follow Jesus, build up the Body of Christ and serve the Father's Kingdom was lived 'next door': first, in the Diocese of Guildford; later in the Diocese of Winchester.



THE RT REV JONATHAN FROST,
BISHOP OF PORTSMOUTH

Then, after a short expedition North, an invitation to move from being 'the neighbour who used to visit' to being the 'brother who came and stayed' turned my world upside down.

In York days, people would frequently say "what a beautiful *place* to work!" to which I would just as frequently reply: "Yes, but the *people* here are even better!" I feel the same about the community of communities which is the Diocese of Portsmouth.

Within the Archdeaconry of the Meon, one of three archdeaconries, you will discover costly and faithful ministry being offered in Christ's name across coastal, urban and rural contexts, each containing their own very particular challenges. In each it's the Christian community – in all its down to earth promise and possibility – that continually moves and delights me. Just as we are together, abiding in Jesus and seeking the Kingdom.

I hope the brief sketch provided by what follows will encourage you to find out more about the much beloved Christian community here in the Diocese



of Portsmouth.

We are praying for you. We are on a journey with Jesus. Is He calling you to join us and change us?

Do be in touch if a conversation would help your discernment.

May God bless you and those you love

+Jonathan Portsmouth

*Rt Rev Jonathan Frost
Bishop of Portsmouth*

INTRODUCTION TO THE DIOCESE

The Diocese of Portsmouth covers south-east Hampshire and the whole of the Isle of Wight. It is small for a Church of England diocese, but embraces a wide range of geography and demographics. It stretches from the village parishes within the South Downs National Park in the north, to the Victorian seaside resorts of the Isle of Wight in the south. It covers the rural areas of the Meon Valley through the suburban communities of Fareham and Gosport and across to Emsworth on the West Sussex border.

It includes brand new suburban housing developments along the M27 corridor, and the densely-populated urban terraces of Portsmouth. The city is the historic home of the Royal Navy and also home to the thriving student population of the University of Portsmouth. The population of the diocese, which is now 790,000, has grown by 100,000 in the past 30 years.

Economically, the Naval Base is still a big employer, and the Gosport peninsula is traditionally home to many naval families. The tourism industry is significant, especially for the Isle of Wight, but the seasonal nature of many of these activities means there can be significant deprivation. The diocese embraces everything from traditional rural farming communities to innovative





businesses with a focus on sustainability. Strong connections between the Church, the Navy, the university and local authorities offer welcome opportunities for integrated work that contributes to the development of flourishing communities.



The Isle of Wight is a county in its own right, and Portsmouth City Council is a unitary authority. Both are committed to investing in infrastructure, amenities and commercial development. Coupled with a strong entrepreneurial drive, the area is an exciting place to live and work. But there is a challenge to ensure that people do not get left out or left behind.

The challenge of the diversity found within our diocese can be seen by comparing the proportion of social housing, which is 72 per cent in All Saints parish in inner-city Portsmouth, compared to 1 per cent in the village of Whitwell, on the Isle of Wight. Ethnic diversity is at its highest, at 33 per cent, in St Luke's, another inner-city Portsmouth parish, and lowest at 1.7 per cent in Chale, another island village parish.



If we attend to the most recent census, approximately 45 per cent of population describe themselves as Christian.

There are three places in which teams gather and from which work is carried out: Bishopsgrove (the bishop's house and office, based in Fareham), Peninsular House (the diocesan office, in a shared office building in Portsmouth near the M275) and at our cathedral, situated in the oldest part of the city, near travel links to the Isle of Wight. The Bishop's Staff Team provides an integrating focus for operational activity in the Diocese.

The three archdeaconries are made up of seven deaneries.

They embrace a total of 133 parishes and 167 church buildings. A total of 75 stipendiary clergy minister to approximately 8,900 worshippers and lead mission in their local communities alongside a large number of non-stipendiary clergy, active retired clergy and a network of Readers. There are currently 67 licensed lay ministers (Readers) and 57 with Permission to Officiate. There are also lay pioneer ministers, who have received specialist training at CMS in Oxford and receive oversight and development from our Dean of Pioneer Ministry.



We value the ministry of men and women clergy as integral to our diocese. Our Bishop seeks to be a focus of unity, holding together the different theologies, ecclesiologies and positions in the spirit of mutual respect and meaningful engagement. That sense of belonging means that all expressions of Anglicanism maintain a good relationship with each other, as expressed by the five Guiding Principles.

Developing lay ministry has been a central part of our strategy in recent years. We have a way to go. Anna Chaplaincy is being developed across the Diocese. Many parishes benefit from the skills of lay people who have been commissioned to specific ministries, including Lay Pastoral Assistants, who provide valuable support in pastoral ministry; lay worship leaders, who help to lead services; children and youth workers in parishes; and lay spiritual directors, who have been trained to provide spiritual direction. Churchwardens and parish treasurers have been encouraged to see their work in a mission-focused way, collaborating with their clergy in the Leading Your Church into Growth programme, which 85 per cent of parishes completed.



There are 38 Church of England schools in the diocese, all primary, infant or junior schools except for one secondary academy on the mainland, and two joint C of E/Catholic schools on the Isle of Wight which teach pupils to the age of 18. There are five C of E academies overall and six affiliated schools within the diocese. Overall, our C of E schools in the diocese teach 13,244 pupils, which represents a significant spiritual influence on our communities.

The Bishop is a champion for Young People and has set growing faith amongst children and amongst elderly folk as his two strategic priorities.

MAP



MAP OF THE MEON ARCHDEACONRY

- indicates archdeaconry boundary line
- indicates parish boundary line



ROLE DESCRIPTION: ARCHDEACON OF THE MEON

1. THE ROLE

ROLE TITLE

Archdeacon of the Meon.

SCOPE

Diocese of Portsmouth; Archdeaconry of the Meon.

ACCOUNTABLE TO

Bishop of Portsmouth.

ACCOUNTABLE FOR

Provision of 'good order for ministry and mission' across the Archdeaconry of the Meon; working collaboratively with colleagues, lay and ordained, to deliver the vocational purpose of the Diocese and to develop and implement the 'Diocesan Ministry, Mission and Finance Plan 2022-25'; with colleagues, shaping the future planning and direction of the diocese.

TYPE OF ROLE

The Bishop of Portsmouth seeks an Archdeacon colleague who will share with him, and with lay and ordained colleagues, in seeking to encourage, inspire and enable God's people to live, pray and serve the Kingdom of God.

KEY RELATIONSHIPS

- The Bishop of Portsmouth.
- Archdeacon's PA.
- The Bishop's Staff Team.
- The Archdeacons of Portsdown and the Isle of Wight.

- The Area Deans and Lay Chairs of the deaneries of the Meon: Bishop's Waltham, Fareham, Gosport and Petersfield.
- The Clergy and Churchwardens of the Archdeaconry.
- The Registrar of the Diocese.
- The Chancellor of the Diocese.
- The Diocesan Safeguarding Manager and their Team.
- Diocesan Synod Chairs of the House of Laity and Clergy.
- The Lord Lieutenant of Hampshire.
- Civic authorities serving the Archdeaconry of the Meon.

KEY BODIES

- The Bishop's Staff Team.
- Bishop's Council.
- Diocesan Synod.
- The Diocesan Safeguarding Team.
- Diocesan Mission and Pastoral Committee.
- Diocesan Advisory Committee (the Archdeacon of the Meon will be lead archdeacon in this context).
- The Diocesan Property Department.
- The Diocesan Board of Education.
- The National Archdeacons' Network.

CONDITIONS OF SERVICE

The role falls within the Clergy Terms of Service, formally known as Common Tenure.

2. VOCATION, VISION AND VALUES

In Christ Jesus, the vocation or missional purpose of the Diocese of Portsmouth is to live, pray and serve the Kingdom of God.

In Christ Jesus, the developing vision of the Diocese of Portsmouth is to be a humble and joyful church 'in and for the world'; a courageous church which



abides in Christ and seeks God's Kingdom; a church in which younger and older people grow in faith, find their voice and, by God's grace, offer their lives in service of God's Kingdom.

The *way* in which Christians live and walk together – expressed in the values we cherish most highly – is as significant in our witness to Christ and the coming Kingdom, as any destination or outcome we might achieve together. It is anticipated that, in the Summer of 2023, a renewed Bishop's Staff Team will explore afresh the values by which it wishes to live and serve: building on the values we have received and discerning new priorities for the next chapter in our life together.

3. BACKGROUND: TOWARDS SHARED EPISCOPATE, 'FRAMING' AND CULTURE

The Bishop of Portsmouth seeks to appoint an Archdeacon of the Meon.

The Archdeacon is a senior, servant leader in the Diocese, a supernumerary Honorary Canon at Portsmouth Cathedral and a member of the Bishop's Staff Team (BST).

All dimensions of executive administration (including those based at Peninsular House, Diocesan HQ) and the 'mixed ecology' of ministry and mission – pioneering and planting, the ministries of cathedral, chaplaincies, church schools and parishes – are represented and overseen by BST. The organisational intent is to ensure each dimension of diocesan life, culture and operation coheres, is effectively overseen and that BST functions as the enabling and resourcing executive team of the diocese.

Participation in BST is one of the ways in which the Diocesan Bishop shares his vocation to exercise leadership and oversight (episcopate). The current Diocesan Bishop interprets oversight as 'under-standing' and Christian discipleship as a contemplative action.

Each member of BST 'leads' an aspect of diocesan life, culture and operation.


Each 'lead' will be linked to a member of Bishop's Council, thereby fostering join up between executive and trustee/board level governance. This arrangement is designed, over time, to enable the trustee to offer support, critical friendship and wisdom to their executive partner, based on a thorough understanding of that aspect of diocesan life which is their designated concern. The link approach seeks to strengthen mutual accountability, transparency and communication between colleagues and organisational levels.

The Archdeacon will share the ministry of oversight with the Bishop and Bishop's Staff Team within an encompassing governance framework provided by Diocesan Synod, Bishop's Council and the Trustees/Directors of the Portsmouth Diocesan Board of Finance.

The Archdeacon's ministry is both framed and influenced by:

- the vocation and purpose of the Diocese;
- the diocesan vision, values and plan;
- key relationships and bodies noted above;
- synodical legislation, e.g. the Mission and Pastoral Measure 2011;
- sources of 'project funding' made available, from time to time, via initiatives of the National Church e.g. the Church Commissioners, General Synod or Archbishops' Council; and
- developments within the National Church and global Anglican Communion.





Within the Diocese, an Archdeacon's ministry is focused, to a significant degree, by the 'Diocesan, Ministry, Mission and Finance Plan 2022-2025' (the Plan).

If the Church or Body of Christ is 'the hermeneutic of the Gospel' (Bishop Lesslie Newbiggin) then how Christians live, pray, and serve together – in humility, love for one another and mutual accountability – is as significant to the witness of the Church as any outcome we may achieve together. The significance of values and culture cannot be overstated.

Jesus' call to 'love one another as I have loved you' applies as much to the Diocesan Bishop, and to the lived relationships of the Bishop's Staff Team as it does for disciples in every context and generation. The new Archdeacon will be ready to participate in the relational journey involved in realising this vision for working and walking together.

It is envisaged that BST will invest time and energy in relational and team building work through a facilitated residential retreat and team coaching in the Summer 2023.

4. LOCATION

The Archdeacon's Residence is Victoria Lodge, 36 Osborn Road, Fareham, PO16 7DS. The Archdeacon will also have a working base within Peninsular House, Wharf Road, Portsmouth PO2 8HB.

5. TERMS OF SERVICE

These will be outlined in a Statement of Particulars and provided on or after the Archdeacon's appointment and will preface this Role Description.

6. ACCOUNTABILITY AND SUPPORT

The Archdeacon is responsible to the Bishop of Portsmouth. PA support is provided, three days a week; the Archdeacon will have line management responsibility for the postholder.

The Archdeacon will be encouraged to take part in national events and networks which inform, support and sustain archidiaconal ministry.

7. MEETINGS

To attend, where possible:

- Monthly Bishop's Staff Team & Archdeacons' Meeting.
- Bishop's Council, Deanery and Diocesan Synod.
- Property Sub-Committee.
- Diocesan Mission and Pastoral Committee.
- Diocesan Advisory Committee (as lead archdeacon).
- National or regional meetings of the Archdeacons' Network.

8. RESPONSIBILITIES

The Archdeacon of the Meon will:

- Put prayer first.
- Attend to their discipleship and spiritual growth
- Participate in God's mission, build up the people of God and exercise ministry in close collaboration with the Bishop and a range of key stakeholders.
- Preach the gospel and preside at the Eucharist in the Diocese and Archdeaconry.
- Promote ecumenical partnerships and unity in mission.
- Exercise an archdeacon's statutory responsibilities and, where appropriate, delegate responsibility to colleagues, to enable timely support to clergy and parishes.
- Promote excellence in safeguarding, and develop a learning culture in which good practice becomes embedded in the life of our parishes and communities.
- Attend to difficult and complex situations as they arise; follow these through to resolution, involving other colleagues, as required. This will include fact-finding, investigation of complaints and briefing the Diocesan Bishop regularly on progress.



- Play an active role in the Bishop's Ministerial Development Review (MDR) scheme.
- Be lead Archdeacon on the Diocesan Advisory Committee for the Care of Churches, advising the Chancellor on alterations to church buildings, whilst maintaining particular responsibility for the Archdeaconry of the Meon.
- Share good practice, develop policies and co-ordinate practice in the areas of property, fabric, finance and mission across the archdeaconries of the diocese.
- Liaise with the Property Department on issues relating to clergy housing, including the approval of clergy removal expenses.
- Review the Archdeacons' Fabric Inspection regime and update where necessary; liaise with the Area Dean on his/her pattern for inspections and monitor/quality assure the paperwork he/she is working with and returning; and ensure the inspections are undertaken and appropriately recorded.
- Participate, with the Bishop, and deanery leaders, in appointment processes.
- Teach generosity in giving as an essential part of Christian discipleship.
- Respond to legal matters raised by Churchwardens and clergy through signposting to the appropriate source of advice.
- Play a leading role, as set out in practice guidance and the Clergy Discipline Measure, in the discipline of the clergy: always bearing in mind the standards set for clergy in 'Guidelines for the Professional Conduct of the Clergy, 2015'.
- Share the ordinary jurisdiction of the Diocesan Bishop and exercise the jurisdiction of the consistory court of the diocese as the Chancellor directs.

- Oversee, and where necessary initiate, pastoral reorganisation to facilitate ministry and mission.
- Liaise with Area Deans, Deanery Lay Chairs and the Bishop's Chaplain to ensure the Bishop is made aware of the pastoral needs and concerns of God's people.
- Present ordination candidates to the Bishop.
- Induct, install and commission ministries; conduct visitations of the parishes and have a particular care for the Churchwardens in their office.
- Encourage good administration and due process, exercise authority with wisdom, gentleness and vision.
- Keep records of correspondence and communication with clergy, churchwardens and others; ensure the Archdeacon's Office has copies of these for the parish files.
- Undertake any tasks as the Diocesan Bishop may reasonably request or require.



9. PERSON SPECIFICATION

The Bishop seeks to appoint: a prayerful, exceptionally well-organised, disciple of Jesus Christ. Having a missional heart, the candidate will be:

A CHANGE LEADER

Committed to the need for the Church of England, Diocese of Portsmouth and Archdeaconry of the Meon to embrace change, and to be experienced and skilled in leading transformation in church life cultural and structural.

AN ENABLING LEADER

Who will build up the ministries of the people of God and encourage the churches to step into their contemporary context with hope in the Gospel of Jesus Christ.

A COLLABORATIVE LEADER

An inclusive team player who will rejoice in the diversity of people and gifts the Holy Spirit has called together in the Diocese, Archdeaconry and in our ecumenical partners.

A COURAGEOUS AND RESILIENT LEADER

Equipped spiritually, theologically and emotionally to navigate ministry's choppy waters.

A HUMBLE LEADER

A listener who is a disciple of Jesus, open to the Holy Spirit and longing for signs of God's Kingdom.

For a conversation regarding the role please contact Bev Hughes on 01329 280247 or email Bev.Hughes@portsmouth.anglican.org.

The link to the Portsmouth Pathway page is: portsmouth.anglican.org/pathway.

APPENDICES

1. PARTNERSHIPS

Our engagement with society is an important aspect of the mission of the diocese. It is expressed in a myriad of contexts and expressions of church life. A significant expression of the social dimension of ministry and mission is seen in the work of the Council of Social Responsibility, a separate charity within diocesan structures.

Working in partnership with local authorities, the university, the Royal Navy and many other local organisations often prompts the creation of specific projects that can help to transform society. One example, the Good Neighbours Network, means a team based in our diocesan offices co-ordinates a network of more than 100 voluntary care groups across Hampshire (which includes parts of Winchester Diocese).



There are good relationships and links among the ecumenical church leaders and interfaith church leaders in the area, which has resulted in fruitful ecumenical connections, projects and activities. The diocese includes a number of chaplains serving in education, including the university, the NHS, the navy, the police and the prison service, as well as ecumenical teams of chaplains both lay and ordained in a number of other contexts.

Our official overseas link is with the Anglican Church in Ghana via the Inter-Diocesan West Africa Link (IDWAL). Numerous parishes have their own individual relationship with parishes, deaneries and dioceses across the country, and exchange trips have happened regularly.

2. THE CATHEDRAL

As with the diocese, Portsmouth Cathedral (known as the 'Cathedral of the Sea') is nearing its centenary celebrations in 2027.



The building itself has a 12th century east end as well as a nave enlarged in the twentieth century, and is also a parish church, serving the part of the city known as Old Portsmouth. This dual role reflects its life as a focus for diocesan celebrations and gatherings, and a servant of the local community and wider city.



The Dean is supported by four residentiary canons – two funded by the Church Commissioners, two holding diocesan posts and having responsibility for Ministry and Social Transformation respectively – and a small, able staff and volunteer team.



Our cathedral's vision and strategy was recently refreshed and describes the cathedral as "a beacon and safe haven, anchored in Jesus Christ". Amongst the six strategic objectives is financial sustainability, reflecting the challenges it still faces.

There is a commitment both to the Anglican choral tradition and to diversifying its worship and outreach. Efforts are being made to build a greater civic and community profile, and its strategy also speaks of working alongside the bishop and diocesan colleagues to be connected more effectively to the whole diocese.

3. LIVING IN LOVE AND FAITH

Bishop Jonathan is one of the House of Bishops that is currently discerning a way forward under 'Living in Love and Faith', ahead of consideration by our General Synod during 2023. He has recently made his position clear, in response to a booklet produced by the Bishop of Oxford, at a meeting of our Diocesan Synod and in an article for our diocesan magazine, along these lines:

The Church of England's 'Living in Love and Faith' process has entered its discernment and decision phase. Do join me in praying for the Holy Spirit's wisdom and guidance, as a possible way forward is framed by our bishops and debated at General Synod in February 2023.

There are, of course, diverse and conscientiously held perspectives among the bishops in relation to identity, sexuality, relationships and marriage; perhaps especially over the question of how to respond faithfully to same-sex relationships. Personally, I am arguing for positive change which would enable us, as a Church, to bless, recognise and encourage signs of God's grace, presence and holiness in relationships between same-sex couples.

I am aware that many good and faithful Christians will not (or feel they *cannot* or *must not*) share my view, believing in all conscience that such a move represents an illegitimate development in the teaching of the Church. But that diversity of view is understandable in a community wrestling with human complexity, truth and the meaning of faithful witness today.



Common ground is emerging too, in the desire of the bishops to preserve the gift of unity in Christ's Body, the Church. I would argue that Christ's gift of unity runs deeper than any differences in theological, ethical or pastoral interpretation of these vital issues.

I'm drawn to the verse in John's gospel: 'The Word was made flesh and dwelt among us'. The Greek word for 'dwelt' suggests 'tabernacled, set up tent'. It paints a beautiful picture of what God did by entering our human condition, taking flesh and enduring the Cross to draw humanity into fullness of life *in Christ*: God offers us, in Christ, a *big tent* to dwell within. Christ is our True Home.

To put it theologically, through the proclamation of the gospel, humanity is invited, through faith, baptism and the gift of the Spirit, into union with Christ's incarnate, risen and ascended life. As St Paul writes of the early church: 'our life is hid with Christ in God'.

Fortunately, we don't get to choose who Jesus invites into the Tent of his Body or calls into *ecclesia*, the Church on earth. Christ's Body is a big and hospitable tent: with space for every sinner who, by grace, hears and accepts his invitation to life.

It's Christ who invites us, who invites you, into this Tent. No test of orthodoxy, class, learning or culture is required; rather, entry is by 'yes': our responsive 'yes' to Christ's unmerited, gracious and prior 'yes' to us. Of course, navigating life within this Tent brings untold riches, joys and a lifetime of difficulty – not least the infuriating presence of those *also* invited into the Tent on what may feel to us an indiscriminate, unsound basis.

4. FINANCES

Across the diocese there is a mix in terms of parish finances and sustainability. 2020 increased the level of challenge for parishes due to the restrictions imposed as a consequence of the global pandemic. The impact of this at parish level was varied with some parishes relying on reserves to meet parish share.

Within the DBF finances, investments perform well and are effectively managed with the support of a bespoke Advisory Group, grant income continues to be stable and this includes Lowest Income Communities Funding from the National Church. Reserves are also well managed and appropriately used to support the strategic direction of the diocese. Diocesan expenditure is accurately budgeted and well controlled by budget holders.

The diocese has a strategic plan to develop initiatives to strengthen and diversify income streams as well as improve giving levels. This is alongside the significant journey of change in the diocese.

As a diocese giving levels rested at £12.80 pw in 2019. The diocese has embraced the Parish Giving Scheme with a high proportion of parishes actively using the scheme. The Stewardship Adviser is implementing a new giving strategy which seeks to further embed this area of discipleship in parish life, with the focus moving to the depth of engagement with stewardship and the use of the PGS in each parish. Work is also underway to further develop stewardship practices in our mixed ecology of churches in the diocese, including in church plants, fresh expressions, and the pioneer context.

While historically parish share receipts in the diocese have been high – usually between 96-98% - in more recent years receipts have dropped to 83-85%. The Diocesan Bishop, working

INCOME



EXPENDITURE



collaboratively with lay and ordained colleagues, is addressing this area of financial challenge. Key elements in responding to a challenging financial context have been: the reorganisation of the executive team to enable greater collegiality and mutual accountability; the development of a diocesan ministry, mission and finance plan; and an emphasis on confidence in Christ.



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of Portsmouth**

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**THE CHURCH
OF ENGLAND**