



Diocese of Gloucester Archdeacon of Gloucester



A message from Bishop Rachel

Thank you for your interest in this role.

The next Archdeacon of Gloucester will be taking up this post at a significant time of change, rooted in our vision of LIFE Together.

In November 2016 we launched our LIFE vision, committed to go out and share the transforming Gospel of Jesus Christ, so that people may know life in all its fullness. Five years later in 2022 (and following the pandemic) the vision developed into LIFE Together, focusing on 5 spotlight areas. Following a lengthy period of each deanery exploring the shape of ministry and mission and the use of resources for the future, we are now moving towards the implementation of the strategic pathways which have emerged, such that we can more fully inhabit our vision of LIFE Together. Bishop Robert shares more over on page 5.

In all of this there is resonance with the key priorities of the Church of England, and in terms of a Church that is younger and more diverse we are continuing to shape exciting work in our engagement with children and young people, and with racial justice. One of my desires is that this post will attract applicants of global majority heritage.

The person appointed will have a particular focus on engagement with finance, church buildings, and the environment, set within a missional context. My hope is that in due course they may become chair of the Diocesan Advisory Committee.

The person I'm seeking to appoint will be a priest who is confident in their faith in Jesus Christ; rooted in prayer and worship; with a strategic and theological mind and a loving heart, able to bring clarity to task whilst living it relationally.

The new archdeacon will be joining a dynamic senior team with whom they will work closely with and among the excellent diocesan staff, currently based in College Green, led by an imaginative diocesan secretary. It is important that the person appointed is committed and able to work collaboratively with this team, living the archidiaconal role confidently alongside the Archdeacon of Cheltenham, and able to bring both encouragement and challenge.

We are committed in this Diocese to a Church in which diverse perspectives are held and in which we can learn yet more of how we abide together. With this in mind I would welcome applications from across the range of theological traditions, and would especially like to encourage applications from those who hold a conservative theological perspective on human sexuality to ensure a good balance of theological expression within the diocesan senior team.

There is a committed group of Area Deans and Lay Chairs who are key colleagues, not least in ensuring the implementation of the deanery plans. This is an extraordinary diocese with so much potential yet to be released. We are small enough to know each other well across our traditions and rejoice in each other's gifts, while at the same time being large enough to use our resources imaginatively. It is my hope and prayer that the next Archdeacon of Gloucester will be a person with a heart for the kingdom of God, who desires to enable clergy and laity of all ages and backgrounds to be adventurous and fruitful disciples of Jesus Christ, joining in with God's kingdom work of transformation and reconciliation.

+ Rachel



Person Specification

With all this in mind I am looking for someone who:

- Is a committed disciple of Jesus Christ with a heart for the Kingdom of God; is rooted in prayer and worship; with a strategic and theological mind and a loving heart able to nurture and encourage others in their discipleship.
- Will lead for change, building on what has gone before.
- Is highly resilient, enjoys problem-solving, is a completer finisher, and is not afraid of grasping nettles.
- Is able to work collaboratively and effectively with the Diocesan Secretary, Deputy Diocesan Secretary, Directors, and all staff teams.
- Has the ability to manage projects and tasks and to deliver these efficiently, on time and in budget.
- Will inhabit process and policy well, not least regarding finance and property, living it missionally and pastorally, and being a key contributor to the many meetings relating to people and resources.
- Has the ability to acquire the detailed knowledge and understanding of ecclesiastical and other law as it relates to the ministry of an Archdeacon and to read and understand complex documents, financial and legal reports, and people and thus live and enable a good safeguarding culture across every diocesan context.
- Is able to listen deeply and enter into courageous conversations and not be daunted by conflict or challenging pastoral situations.
- Is an effective communicator, both orally and in writing, with the ability to chair meetings in a focussed and timely manner.
- Is rooted in ministry with an understanding of its challenges and the necessary experience to offer credible and wise counsel and encouragement to the parishes, fresh expressions and chaplaincies of the diocese.
- Is committed to the flourishing of all creation.
- Has the ability and willingness to drive some 10,000 miles a year on archdeaconry business.

The LIFE Together Vision



We remain committed to our LIFE vision

Leadership

Committed to transformation

imagination

Opening new paths to faith

faith

Living as adventurous followers of Jesus Christ

engagement

Living out Christ's love and hope

To find out more about the life and ministry of the Diocese please visit our website, www.gloucester.anglican.org

Deanery Strategic Pathways

A message from Bishop Robert

Over the last few years each of our nine deaneries has been working on developing their strategic pathways, missionally focussed and resource aware, to advance the work of the Kingdom in their communities in line with the LIFE Together vision. We are now at a critical moment in the process of implementing these plans.

Working over the last year with David Evans who is the 'Strategic Enabler' we have identified actions to be taken. As a result, we have agreed funding for three of the deaneries to progress the appointment of a **Deanery Operations Lead** 'managing operational frameworks, implementing deanery-wide projects, and fostering collaboration across parishes, benefices, and the diocese'. The remaining six deaneries have similar funding agreed to assist them in the delivery of their objectives within our overall ambition to ensure the sustainable future of parish ministry in the Diocese.

A further priority is in church buildings – both their long-term care, maintenance and sustainability and their use on a day-to-day basis as 'vehicles of the Church's Mission' and in finance – including embedding the new Parish Share Model to improve clarity and transparency and supporting the generous giving element of discipleship.

In addition to this our deaneries are focussed on Growing Faith – especially focused on work with children, young people and families, engagement with areas of new housing – looking to clarify a strategic approach to build upon locally and the development of lay ministry and the collaborative partnership between lay and ordained ministry.

The next Archdeacon will need to bring a clear, focussed, engaged, practical and pragmatic approach in working with me in my episcopal oversight of this work, the Archdeacon of Cheltenham, Diocesan Secretary and Director of Mission and Ministry and each individual deanery leadership team to ensure we maintain a Kingdom focus and deliver this urgently needed work.

A handwritten signature in white ink that reads 'Robert'.



The Archdeacon of Gloucester

SPECIFIC RESPONSIBILITIES OF THE ROLE

The role of the Archdeacon of Gloucester is varied and wide-ranging and offers an exciting opportunity to be at the core of the life of our diocese. Specific responsibilities of the role will include –

- Report to and speak on behalf of the Bishop in relation to appropriate diocesan, archdeaconry and parish affairs.
- Build good relationships with and across the communities of the Archdeaconry, regularly visiting and sharing in the life and worship of local parishes, chaplaincies and fresh expressions, encouraging creative connections with schools.
- Implement the Deanery Strategic Pathways working closely with Bishop of Tewkesbury, Area Deans, Lay chairs, the Archdeacon of Cheltenham, the Diocesan Secretary, Director of Mission and Ministry and appropriate staff. See page 5.
- Establish effective structures for mission and ministry in the parishes, chaplaincies and fresh expressions of the diocese, developing and implementing Pastoral Schemes and Bishop's Mission Orders under the oversight of the Diocesan Mission and Pastoral Group.
- To be a leader in embedding the Parish Share Model to improve clarity and transparency and supporting the generous giving element of discipleship.
- Manage parochial vacancies, supporting congregations in ensuring these are opportunities for reflection, creativity and vision and administering the appointment and overseeing the interview process in consultation with the appropriate bishop, patrons and parish representatives.
- Undertake the visitation process and ensure the Articles of Enquiry are prepared, issued, analysed and the results shared with the Bishop's Staff Team and others as appropriate.
- Admit churchwardens to office at the Annual Visitation Services unless inhibited from this by the Bishop.
- Conduct Episcopal Reviews at the request of the Bishop, six month reviews and exit interviews.
- Ensure the priority of safeguarding in the life of the diocese and all its communities is understood and implemented.
- Support the bishops in the pastoral care of the clergy and their families.
- To support the property department in the provision of housing that meets the needs of clergy and their families.
- To serve on the appropriate diocesan bodies, promoting strategic planning with a theological and mission focus:
 - *The Bishop's Staff Team*
 - *The Bishop's Council*
 - *The Diocesan Advisory Committee*
 - *The Diocesan Mission and Pastoral Group*
 - *The Finance Committee*
 - *The Houses Committee*
 - *The Glebe Committee*
 - *The Diocesan Safeguarding Advisory Panel*
 - *Some trusteeships*
 - *And other committees as appropriate*
- Undertake the statutory responsibilities of the Archdeacon in relation to the Pastoral Measure, the Ecclesiastical Jurisdiction Measure, the Clergy Terms of Service Measure, the Clergy Discipline Measure, other appropriate ecclesiastical legislation, the Canons and the Church Representation Rules.
- To undertake such other responsibilities as the Bishop of Gloucester may request.



The Diocese of Gloucester

The Diocese of Gloucester covers almost the entire county of Gloucestershire, a significant part of the Unitary Authority of South Gloucestershire, together with some villages in Worcestershire, Warwickshire, Oxfordshire and Wiltshire.

The population is about two-thirds of a million people. There are two archdeaonries, Gloucester and Cheltenham, and nine deaneries. There are 380 churches, 90% of which are listed and 116 Church schools.

THE ARCHDEACONRY OF GLOUCESTER

The Archdeaconry of Gloucester covers five deaneries – Wotton, Stroud, Gloucester City, Severn Vale and Forest South.

It includes the city of Gloucester, the town of Stroud, the Forest of Dean, the rural communities along the River Severn and estuary and also a part of the unitary authority of South Gloucestershire, as far as Chipping Sodbury and Thornbury. Although the majority of people live in towns, this is a rural archdeaconary, with all the challenges of village life and rural communities.

There are 55 benefices, 155 parishes, 190 churches and 102 licensed clergy and lay-workers.



THE ARCHDEACON OF GLOUCESTER'S HOUSE

A modern 5 bedroom detached property has recently been purchased based in Longford Gloucester, which is close to the diocesan offices.

THE DIOCESAN ADVISORY COMMITTEE (DAC)

In our diocese we have over 370 places of worship, across two archdeaconries, of which more than 90% are listed buildings. The Diocesan Advisory Committee is well-equipped to provide specialist advice, virtually covering all areas relevant to church buildings and churchyards. The DAC is committed to supporting the mission of the Church and advocates approaching the use, upkeep and future of our church buildings in bold and creative ways. The DAC encourages participatory conservation and research into our fantastic ecclesiastical heritage, and promotes sustainable solutions through its dedication to the CofE's 2030 Net Zero Carbon commitment.

ENVIRONMENT

In early 2020, both the Diocese of Gloucester and the national Church made commitments to greatly reduce the emissions of its core activities. The Diocesan Environment Action Plan, approved by Bishop's Council in 2021, confirmed the direction of travel to support 1) achieving Eco Diocese Silver and 2) Net Zero Carbon (NZC) progress. In 2024, a NZC partnership was established with the Diocese of Worcester and Hereford.

In the Diocese of Gloucester, Net Zero Carbon is being resourced as a strategic priority, in line with the LIFE Together vision. The new Archdeacon of Gloucester will act as a sponsor for creation care and Net Carbon Zero and will also act as Chair of the NZC Management Board, which is responsible for strategic vision and monitoring of diocesan progress towards its aspiration.

FINANCE

In 2025, the total cost to provide mission and ministry across our diocese is £11.6 million. We anticipate that £6.8 million will be covered by Parish Share donations and £2.3 million through GDBF generated income through diligent management of investments, property rentals, and grants. The remaining £2.5 million deficit is currently covered by our Stipends Fund. While we are incredibly fortunate to have these reserves, they will not last forever.

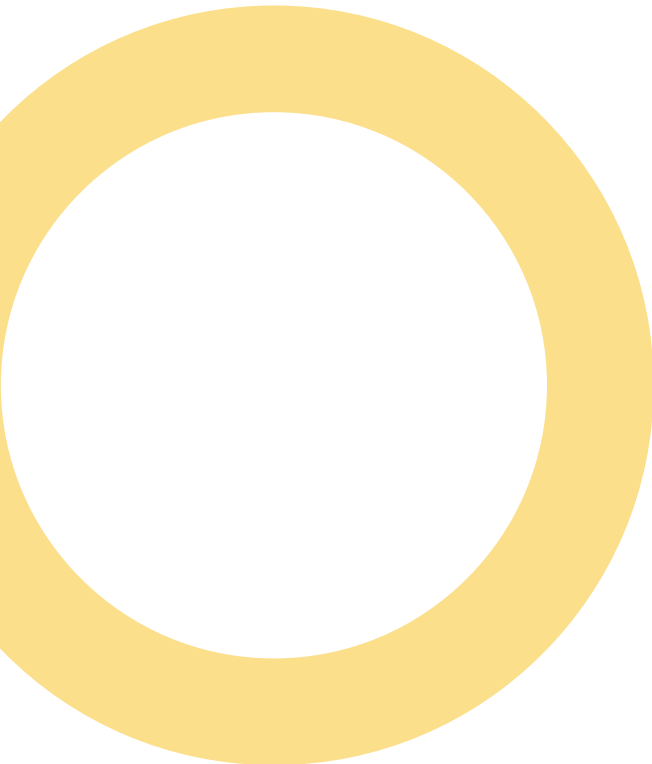
There has been a long period of consultation with our deaneries around developing and implementing a new Parish Share scheme, which was agreed at our Diocesan Synod in July of this year. This process is based on core values of fairness and transparency. It considers each local context and ability to contribute, fostering open dialogue between Archdeacons, the Finance Team, and deanery teams.

Led by the Diocesan Secretary, strategic planning is now in transition from a long period of discernment and discussion connected to the Deanery Strategic Pathways, which seeks to bring about a generational change in the missional fortunes of the Church in the diocese.



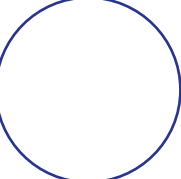
The total investment required over the next 7 years to deliver this strategic planning is estimated at around £30m. The new Archdeacon will be key, alongside others, to help shape the implementation.

Diocesan Staff and Offices

A dedicated team of diocesan staff, employed by the Diocesan Board of Finance (DBF) have recently moved to a new office space in Gloucester City. The Archdeacons work from this shared office space, creating an even more collabrotive diocesan team, working together to support, enable and equip the Church of England in and around Gloucestershire

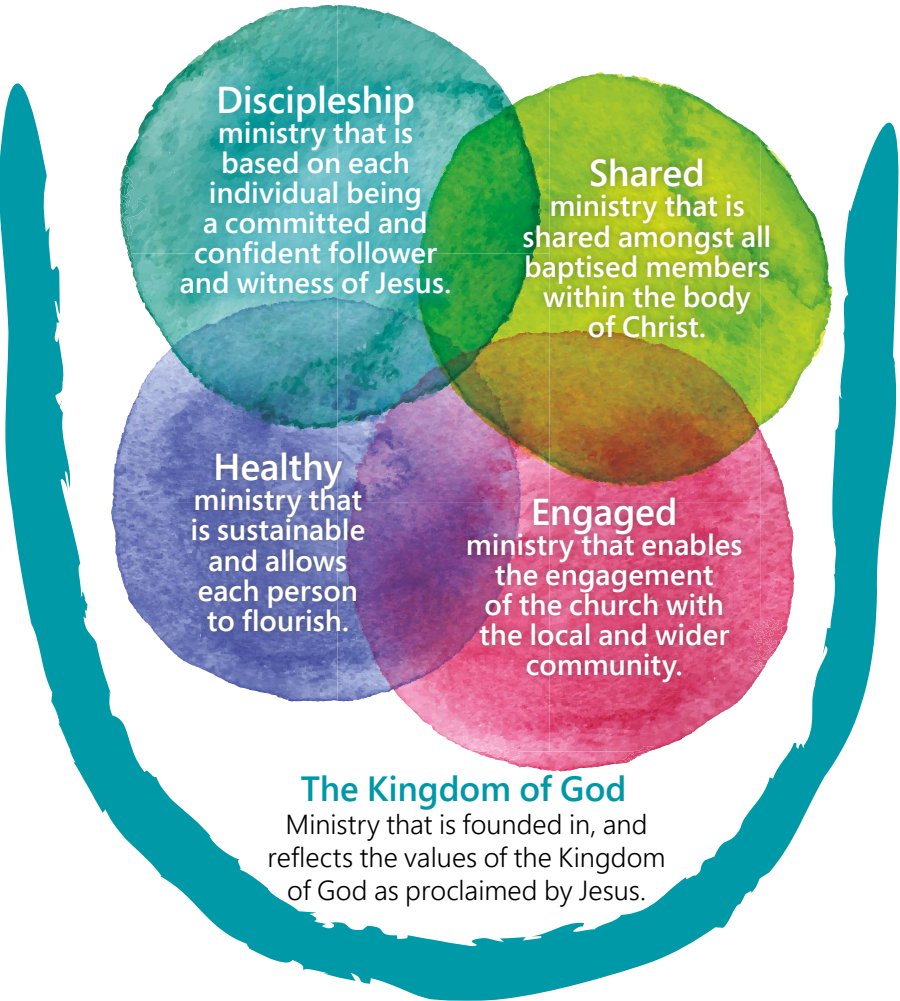


THE BISHOP'S STAFF TEAM

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| The Dean of Gloucester The Very Revd Andrew Zihni | The Bishop of Gloucester The Rt Revd Rachel Treweek | The Bishop of Tewkesbury The Rt Revd Robert Springett |
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| Bishop of Gloucester's Chaplain The Revd Jason Taylor | Archdeacon of Gloucester | Archdeacon of Cheltenham The Ven Katrina Scott |
|  |  |  |
| Director of Mission and Ministry The Revd Sandra Millar | Diocesan Secretary Benjamin Preece Smith | Deputy Diocesan Secretary Lucy Taylor |
| | Diocesan Director of Education Jane Borgeaud | CEO of Diocese Gloucester Academies Trust Rachel Howie |

Culture of Ministry

We are committed to a culture of ministry within the whole Diocese that is:



Developing and maintaining this culture is the responsibility of everyone within our churches, fellowships and communities, requiring understanding and training of all people.

From the above, and using our 'LIFE' vision, we are committed to the following Values of Ministry for those in licensed ministry...

1. Confident Disciples and Witnesses

We are committed to ministry which flows from **discipleship**, in which each person is enabled to flourish as a **confident follower** of Jesus, and assured of their own calling and **vocation**. The personal knowledge of being a **child of God**, gives space for **vulnerability**, doubt and struggle, as necessary and integral aspects of a life long journey of faith and calling. From it will flow the joy, willingness and ability to be **evangelists** and **witnesses** of the gospel, with a loyalty to the mission of Diocese and the wider Church.

Confident discipleship necessitates embracing opportunities for theological and spiritual growth.

LIFE priorities

- › Nurturing confident disciples
- › Piloting liberating models of leadership
 - › Learning networks
- › Investing with baptism families
- › Enabling new depths of prayer and spiritual growth
- › Advocates for human flourishing
 - › Exciting young people

2. Collaborative

Our understanding of ministry is based in the doctrines of the **Trinity**, and of the **Body of Christ**, and as such we believe that all our ministry must be approached **collaboratively**. We seek to work with those who hold such an understanding with **integrity** and show **evidence** of it in their day to day relationships and leadership. We recognise that **maturity** in personal relationships, a genuine desire to work as a **colleague** with others, and **respect** for all aspects and expressions of ministry are essential to genuine collaboration.

LIFE priorities

- › Develop diverse lay and ordained leaders
- › Liberating models of leadership
 - › Learning networks
- › Schools at the heart of mission
- › Connecting with new housing
 - › 'Leadership'

3. Permission giving

In order to release the gifts of all baptised believers and to build up each person 'mature in Christ', we seek a ministry that is **permission giving**. Such ministry requires **vision, maturity, confidence** and **humility**, and is encouraged, rather than threatened by developing gifts and skills of others.

LIFE priorities

- Liberating models of leadership
- Develop diverse lay and ordained leaders
- Encouraging new and courageous ways of worshipping
- Sharing our stories in new and different ways
- Connecting with new housing

4. Creative

We seek a ministry that is **creative and innovative**, and which will therefore involve **risk taking**. We look for originality and new ideas that can enable the gospel to be 'proclaimed afresh in each generation', and in each context. Creativity will be exercised through collaborative working and the empowering of others. We are committed to ensuring that creativity is **protected and nurtured** amidst the demands of everyday ministry and the pressures of tradition.

LIFE priorities

- Placing schools at the heart of our mission
- Encouraging new and courageous ways of worshipping
- The use and upkeep of church buildings
 - Enabling new depths to prayer and spiritual growth
- Sharing stories in new and different ways
- Advocates for human flourishing

5. Self aware and personally responsible

The inevitable pressures of licensed ministry require individuals to be able to take personal responsibility for their own well being. This will necessitate them having a well developed **self understanding** and **personal awareness**, and an **ability to reflect**. This in turn requires them to know their own strengths and weaknesses, and what energises and drains them. They will be confident to develop a personal pattern of ministry that will sustain them, to seek the emotional, practical and spiritual support that they need, and to develop and nurture healthy and supportive personal relationships.

The wellbeing of all those in licensed ministry must underpin the whole culture of ministry in the Diocese. As well as a personal responsibility for wellbeing, it needs to be enabled and supported by the structures of the Diocese. The wellbeing of those in leadership must also be the responsibility of those whom they lead and serve, ensuring that the expectations put upon them are realistic and enabling.

LIFE priorities

- That those exercising ministry will know, advocate and model 'life in all its fullness'

Gloucester Cathedral

The magnificent Gloucester Cathedral stands on a site of Christian worship that stretches back fifteen hundred years. Every year, hundreds of thousands of people of faith, and of no faith, visit to enjoy its splendour, history, events and quietness. For some it's a place of worship, for others a source of local pride; many others visit just to experience tranquillity and a sense of place. Here, the spiritual and secular worlds join to share a common purpose in line with the Cathedral's mission:

In tune with heaven, in touch with daily life.

The Dean of Gloucester the Very Revd Andrew Zihni, has been in post since 2023 and there is a small, but committed staff team and hundreds of volunteers.

The Archdeacon of Gloucester will be a member of the College of Canons.





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