



ARCHDEACON FOR MISSION DEVELOPMENT

Job description

World-wide Mission

As part of the Anglican Communion, the Church of England has adopted the Five Marks of Mission. These have shaped the thinking and practice of Anglican life and mission for nearly 30 years:

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth

(*Bonds of Affection*-1984 ACC-6 p49, *Mission in a Broken World*-1990 ACC-8 p101)

The Diocese of Winchester has active and strong links with Dioceses in five Provinces of the Anglican Communion: Burundi, Congo, Myanmar, Rwanda and Uganda; and also with the Diocese of Newcastle in the Northern Province of the Church of England. These links are embedded in parish and deanery relationships. There is a Diocesan World Mission Group that is beginning to develop a plan for guiding and supporting these partnerships.

The National Mission

The Church of England has set three quinquennial goals for itself: Re-imagining ministry; Growing the Church; and Contributing to the Common Good. The Archbishop of Canterbury has outlined three personal priorities: prayer, evangelism and reconciliation.

The Winchester Context: A Mission-Shaped Diocese

Winchester aims to become a **mission-shaped diocese**. Our **vision** statement is '*Living the Mission of Jesus*'. The **mission** of Jesus is interpreted in three dimensions:

- Passionate personal spirituality
- Pioneering faith communities
- Prophetic global citizenship

The Diocese Synod has committed itself to four Strategic Priorities:

- We grow authentic disciples
- We re-imagine the Church
- We are agents of social transformation

- We belong together in Christ, practising sacrificial living and good stewardship
The Diocese is also developing a rule of life, expressing the fundamental purpose of the people of God: 'as the Father sent me so I sent you ... receive the Spirit' (John 20:21-22)

Overview of the Role:

The Archdeacon for Mission Development (AMD) is responsible to the Diocesan Bishop, working in collaboration with colleagues in the Bishop's Staff Team (BST).

The primary purpose of this post is to develop the vision and mission of the Diocese, by supporting and enabling the delivery of the strategic priorities of the Diocese.

The AMD has responsibility for developing the vision and mission of the Diocese in five areas:

- School of Mission (including selection, training and facilitation of all licensed ministry, [modal¹ and sodal¹], evangelism, church growth, discipleship, youth and family work);
- 'Sodal' ministry and communities (pioneers and some fresh expressions of church);
- Social enterprise (in collaboration with partners)
- Education (including schools and universities)
- World mission partnerships (there are links with five Anglican Provinces)

¹ As used in Winchester Diocese, 'modal' and 'sodal' are complementary expressions of missional church held together in a cooperative unity by their relationship to the Bishop ('nodality'). As guided by the Diocesan Strategic Priorities, both expressions of missional church contribute to Winchester Diocese becoming a Mission-shaped Diocese. Modality is locally rooted, in which there is no distinction between sex or age and in which there may be a great variation of commitment and a wide-ranging approach to mission; classically the parish and deanery are expressions of modality. Sodality is a more mobile expression of missional church, e.g. the religious orders and the mission societies, in which there may be a second level commitment beyond membership; it may be limited by either age or sex or marital status and tends to be more focused in its mission task. There can be fresh expressions of both sodal and modal missional church. The AMD will be expected to encourage the development of both modal and sodal expressions of missional church and their respective licensed ministries (including pioneers), e.g., involvement in evangelism, social engagement and education.

Mission Development Team

Those involved in these five areas constitute the **Mission Development Team** (MDT). The level of involvement by the AMD in these five areas will vary according to structures, circumstances and the role and responsibilities of other members of the BST.

There is a particular responsibility for the Diocese's 'sodal' mission and ministry, including pioneer and fresh expressions of missional communities. This includes ensuring the good order and proper process for selection, training and deployment. The post-holder will share in the pastoral care, mission leadership and teaching ministry in relation to particular non-geographical aspects of the life of the diocese. It will be essential that the post-holder works closely with the Suffragan Bishop and Archdeacon in each archdeaconry in respect of overlap in these areas of support and direction.

The AMD works to the Bishop of Winchester for direction and oversight of the Mission Development areas. The Archdeacon is also a member of the Chief Executive's Heads of Department Team and responsible to the Chief Executive for the appropriate management of the MDT insofar as these are employees of the Diocesan Board of Finance. The Archdeacon will work very closely with the Bishop of Winchester and the Chief Executive in the development and delivery of the strategic priorities.

Due to current restrictions in Ecclesiastical Law the appointee will hold the position of 'Honorary Archdeacon' as there will be no formal archdeaconry in which to be licensed. The post will be styled '**The Venerable, the Archdeacon for Mission Development**'. In line with other members of the Bishop's Staff Team, the post-holder will be an Honorary Canon of Winchester Cathedral. The post-holder will be licensed to a diocesan-wide charitable organisation recognised under the Extra Parochial Ministry Measure 1967. (In due course the Diocese will encourage General Synod to amend existing legislation to provide for Archdeaconries that are not tied to geographical areas.)

Remuneration

The post will hold a contract of employment and licence from the Bishop of Winchester and will therefore receive a salary rather than a stipend. The post is remunerated in Band 1 and the salary has been set at £50,000 pa for 2013. Membership of either the Church of England Clergy Pension Scheme or the DBF's lay staff pension scheme (both of which are currently non-contributory) will be permitted. The post-holder will be responsible for their own accommodation.

Accountability

The Archdeacon of Mission Development is responsible to the Bishop of Winchester. In matters concerning the appropriate management of employed members of staff in the Mission Development Team, and in relation to delegated budgetary control, the post-holder is responsible to the Chief Executive.

Responsibilities

The post-holder is responsible on a day-to-day basis for the direction and oversight of all those deployed and employed in the Mission Development Team. The post-holder will also have particular responsibility for support and oversight of the pioneer ministers.

Key Relationships

This post will work across a range of areas, some of which will be the primary responsibility of colleagues on the Bishop's Staff Team. It is critical to the success of this post that the Archdeacon for Mission Development works collaboratively with the other members of the Bishop's Staff Team and in particular, on a day to day basis, with the Chief Executive. It is essential that the post-holder develops and maintains a range of relationships to support the work of mission development in the diocese including (but not confined to):

- The Bishop of Winchester;
- Colleagues on the Bishop's Staff Team;
- Other colleagues as Heads of Departments: Operations; Resource Development; Finance; and Education.
- Chairs and members of relevant Boards and Committees;
- Neighbouring/regional colleagues with similar areas of responsibility;
- Archbishops' Council Ministry Division;
- Key national delivers of mission, growth and new church;
- Area Deans and Assistant Area Deans;
- Incumbents, curates and pioneer ministers;
- Colleagues on the Regional Training Partnership.

Boards, Committees, Foundations

Currently, in addition to working groups established from time to time by the post-holder, the Archdeacon for Mission Development will attend the following:

- Bishop's Staff Team;
- Heads of Department Team;
- Bishop's Council & Standing Committee (in attendance);
- Social Enterprise Board;
- Winchester University Board and Foundation Committee (as a Diocesan Governor);
- Diocesan Synod (in attendance);
- Diocesan Partnership Panel;
- Wider Cathedral Chapter as Honorary Canon of Winchester Cathedral.

Principal Responsibilities in Detail

1. Mission Development

The post-holder will take the lead in enabling and supporting the diocese in its vision for 'Living the Mission of Jesus'; working with colleagues on the Bishop's Staff Team to develop the diocese's strategic priorities. The following areas will be the post-holder's primary responsibilities:

- a. Support 'Modal' and 'Sodal' ministry in the diocese through those responsible for the 'School of Mission', including:
 - i. Develop initial and continuing ministerial education for licensed ministry, both lay and ordained (ie LOM, LLM and authorised).
 - ii. Work with the Archbishops' Council's Ministry Division and the Regional Training Partnership to ensure that the diocese delivers exceptional ministerial education for missional ministry.
 - iii. Develop a strategy for increasing vocations, selection and recruitment for licensed ministries, both ordained and lay.
 - iv. Inspire colleagues who have responsibility for evangelism, church growth, discipleship, and work with youth, children and families.
- b. Oversight of 'Sodal' ministry, in particular:
 - i. Build, develop and lead pioneering ministry within the diocese. Act as the Bishop of Winchester's *visitor* in respect of those licensed to pioneering posts.
 - ii. Explore and develop new forms of mission community and new ways of being Church. Enable parish and deanery level initiatives for 'fresh expressions' of Church, including those forms of community which emerge from social enterprise.
 - iii. Oversee chaplaincy and network ministry as appropriate.
- c. Support social engagement, working closely with the Social Enabler:
 - i. Build and develop the Diocesan Social Enterprise to support social engagement across the diocese.
 - ii. Provide oversight for social engagements at diocesan, deanery and parish level.
 - iii. Connect with other bodies and institutions working to deliver community development and cohesion, and contribute to the work of fostering funders for social engagement.
- d. Promote Christian education, working closely with the Chairman of the Board of Education and the Director of Education to:
 - i. Advocate wider engagement beyond the statutory responsibilities of the Diocese in education at school, further and higher education.

- ii. Develop the mission opportunities for the Diocese's engagement through its Church Schools (100 schools).
 - iii. Equip those engaged in Christian education to develop opportunities for mission and evangelism.
- e. Oversee the Diocese's strategic engagement in World Mission, working closely with the Diocesan World Mission Panel and Chair:
- i. Develop and support a strategy for engagement with mission partners.
 - ii. Work with the World Mission Partnership Panel to connect the range of local and diocesan partnerships, providing a renewed purpose and creating intentional shared mission opportunities particularly in relation to the Strategic Priorities of the Diocese.
 - iii. Grow sustainable joint working with national and global mission partners such as CMS.

2. Leadership

- a. Mission Development Team:
- i. Build, develop, and lead the mission development team. The team currently supports: vocations, recruitment, selection, training, discipleship (children, youth and adult), ministry (lay and ordained) training and development. Recruitment and development will be required for new areas including Canon Principal for the School of Mission and the Director for Social Enterprise.
 - ii. Set key areas of achievement and related resource allocation (within overall budget delegated by the Chief Executive). Undertake performance reviews for team members. Ensure that policies set out in the Staff Handbook are appropriately implemented within the team.
 - iii. Actively participate and contribute to the wider leadership of the Bishop's Staff Team.
 - iv. Actively participate and contribute to the Heads of Department Team, contributing to the range of strategy development and operational matters connected with the diocesan central resource and support, particularly for the implementation of the Strategic Priorities.

3. Strategy

- a. Vision and Strategy:
- i. To work with key leaders to develop short to long term plans for the implementation of the Diocese's vision and strategic priorities. Take a strong lead on the Sodal elements of the strategic priorities, developing Diocesan initiatives and supporting and enabling a local response within our communities.

Personal Development & Training

The post-holder must undertake regular coaching and appropriate training and personal development. There will be a regular appraisal by the Diocesan Bishop based on the Work Plan developed by the post-holder in relation to the Vision, Mission and Strategy of the Diocese.

Person Specification: Leadership

- An agent for change;
- Able to motive people to contribute positively to the vision and strategic priorities of the diocese;
- A demonstrable team player with a collaborative and open working style;
- Strength of character, able to make difficult decision and implement them;
- A passion for living the mission of Jesus that excites others to follow.

Experience

- Operated successfully at a senior level as an enabler of mission, ministry and discipleship.
- Able to engage in the development of strategy;
- Able to work under pressure, flexible in attitude, organised and able to work to deadlines;
- Flexible in working relationships, comfortable with considerable ambiguity and able to see projects and tasks to completion;
- A demonstrable contribution to the development and implementation of the mission of the Church;
- Experience of managing budgets and creating business plans.
- Meets the criteria for an Archdeacon as set out in the Canons.

Education

- Ordained priest with substantial evidence of continuing profession and self development in relevant areas;
- Driving license and access to own transport.

Communication

- A passionate and engaging communicator able to engage at all levels.

- Compelling, warm and open – comfortable communicating on a one to one and to large audiences.

Personal

- Confidential and able to handle sensitive information;
- The post is subject to the requirement that the holder be a practicing Christian, under Part 1 of Schedule 9 to the Equality Act 2010.
- The post is subject to CRB/DBS and an unconditional commendation from the persons current Bishop.