



# ARCHDEACON OF **SHEFFIELD AND ROTHERHAM**



THE DIOCESE OF SHEFFIELD



## **The appointment of a new Archdeacon of Sheffield and Rotherham**

### **A statement of need from the Bishop of Sheffield**

#### **1. An Introduction to the Diocese**

Following the announcement (on 19 March 2025) of the appointment to the See of Wakefield of the present Archdeacon of Sheffield and Rotherham, the Ven Malcolm Chamberlain, this paper sets out the context for the appointment of a new Archdeacon.

#### **a) A consistent Vision**

The Diocese of Sheffield serves around 1.25 million people across South Yorkshire and the East Riding. Our vision statement has informed the strategic direction of the Diocese for 15 years: *The Diocese of Sheffield is called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God's world.*

We long to see sustainable Christian communities in every place. We long to see the Body of Christ grow in depth and in numbers. We long to see every baptised disciple of the Lord Jesus, and the whole Church, better serving our local communities and wider society.

#### **b) A consistent Strategy**

Like every Diocese in the Church of England, we face significant challenges if we are to achieve the revitalisation of local congregations. But the strategy we adopted in 2018, in which the national church has invested heavily, shows real signs of traction. That strategy was intended to take the Diocese to 2025: but our strategy refresh consultation last year indicated a high level of desire to continue with the so-called '3 Rs': **Renewed, Released, Rejuvenated!**

We seek to be a Diocese **renewed** in the grace and power of God, by a constant reliance on the Holy Spirit. To this end, we have created a prayer community whose members commit to praying daily for the renewal of the Diocese. The community has over 1700 members. We have composed a Diocesan Vision Prayer to be said daily and we are heartened by the number of people and congregations making regular use of it.

We seek to be a Diocese **released** from the constraints which hold us back from mission, and released, as the whole people of God for the whole mission of God. To this end, we have invested heavily in a Mission Area Support Team of specialists (centrally employed but locally deployed) who can assist hard-pressed clergy and lay leaders in parishes with the demands of governance, building maintenance, growing generous giving and accounting.

We seek to be a Diocese **rejuvenated** — partly through a dedicated and sustained programme of outreach to families, children and young people (not least through our acclaimed Centenary Project) and partly through the creation of new congregations, including some in our church schools (in partnership with Growing Faith). We are engaged in a fruitful

programme of church planting and grafting, through the generous commitment of specially designated resourcing churches in the Diocese.

In the vision launched in 2018, every stipendiary incumbent was defined 'semi-episcopally' as an oversight minister, to work collaboratively with others in three related ways:

- to be a focus of unity for the people of God in a mission area, helping each congregation in that locality to discern and articulate a vision for mission, fostering team work, facilitating change and moving forward together.
- to enable and support the ministries of the whole people of God, for the whole mission of God, discerning, developing and releasing the gifts of others.
- to keep watch over the well-being of local churches, volunteer ministers and whole congregations, helping them to reflect theologically, to learn, and to grow as disciples.

This model of ministry maintains our commitment to having a worshipping Christian community in every place, which 'makes disciples and seeks to transform our society and God's world'. Our key challenge in 2018 was to achieve a culture change, so that 'the whole people of God are mobilised for the whole mission of God, enabling every baptised Christian to grow into the fulness of their baptismal dignity, to shine as a light for Christ in the world to the glory of God the Father'.

Since then, our pursuit of a revitalised Diocese of Sheffield has achieved a great deal, but at this point there is still much work to do to consolidate these achievements. We have found over 100 focal ministers; 60% of our stipendiary incumbents have oversight minister role descriptions. We have seen extraordinary growth in a number of locations through a series of church plants and grafts and through the straightforward appointment of energetically missionary parish priests. But there are still many areas of the Diocese in which the growth of the local congregation is yet to be realised.

To this end, we were delighted to receive news in March this year that the national Strategic Mission and Ministry Investment Board had agreed to award our Diocese £17.5m to invest in this strategic revitalisation over the next three years, with an 'in principle' award of a further £18.3m subject to certain conditions for the period 2028-2031.

**It is first and foremost in assisting with the delivery of this transformation that we are seeking to appoint the new Archdeacon of Sheffield and Rotherham.** The Bishop's Senior Staff Team is united around the way forward and energised by the challenge – we believe that (in the gracious providence of God) there is a wonderful opportunity here. Our strategy (Renewed, Released, Rejuvenated) promises, under God, a sustainable structure to deliver growth right across the Diocese.

### **c) A Particular Challenge**

After London, the Diocese of Sheffield has the highest proportion of parishes which have petitioned for extended episcopal oversight (unusually, with a concentration of complementarian evangelical parishes which receive the ministry of the Bishop of Ebbsfleet, as well as a large number of traditionalist catholic parishes which receive the ministry of the Bishop of Beverley). However, we are also blessed with a higher proportion of female incumbents than many Dioceses, in addition to the many male incumbents who support the

ordination of women as priests and bishops. It will of course be vital for the next Archdeacon of Sheffield and Rotherham to work effectively across this whole spectrum.

In addition to its distinctive ecclesiological banding, the Diocese of Sheffield is also banded geographically and socio-economically, with much of the wealth of the region concentrated in the south-west of the city of Sheffield (as well as much of the wealth and missionary strength of the Diocese).

Further information about the Diocese and the area it serves can be found at [www.sheffield.anglican.org](http://www.sheffield.anglican.org).

## **2. The Archdeacon of Sheffield and Rotherham**

The appointment is full time. The Archdeacon of Sheffield and Rotherham is responsible to the Bishop of Sheffield. The purpose of the role is primarily to enable the parishes, benefices and deaneries of the Archdeaconry to fulfil the Diocesan Vision Statement through shared strategic leadership and the pastoral care of clergy and lay leaders.

There are six deaneries within the Archdeaconry, four in the city of Sheffield and two in the borough of Rotherham. The Archdeaconry is the larger of the two in the Diocese in terms of population, number of churches and numbers of stipendiary clergy. Each pair of deaneries is also served by an Associate Archdeacon: the Archdeacon of Sheffield and Rotherham is therefore expected to work especially closely with the three who serve that part of the Diocese.

The Archdeacon will work as a key member of the Bishop's Staff Team. The other members of the team are the Bishop of Doncaster, the Archdeacon of Doncaster, the Dean of Sheffield, the Diocesan Secretary, the Director of Resourcing Mission and Ministry, the Strategic Programme Director, the Director of Communications and Deputy Diocesan Secretary, the Dean of Women's Ministry and the Bishop's Chaplain.

The Bishop's Staff currently meets monthly (twice a year with the Area Deans) to take forward the Diocesan Strategy and monthly to review 'business as usual'. Though each has a dedicated office at Church House, Rotherham, and a dedicated PA, the two Archdeacons work together as a team within the Diocese, sharing committee work between them and each acting where appropriate on behalf of the other.

### **Key Tasks:**

1. To remain deeply rooted in Christ in personal devotion and prayer.
2. To fulfil the statutory duties of an Archdeacon (see Appendix A).
3. To take lead responsibility on the Bishop's Senior Staff for Safeguarding.
4. To assist the delivery of the transformation of the Diocese, to a new and sustainable model for the deployment of a reduced number of stipendiary incumbents, to grow the number of disciples of Christ again.
5. To develop the capacity of deaneries and parishes to grow a sustainable network of Christian communities in every place, a combination of traditional congregations ('inherited church') and fresh expressions of church.
6. To exercise pastoral care, together with the Bishops, of the clergy and lay ministers of the Archdeaconry, not least through a share in MDR meetings with the clergy.

7. To enable the development and best possible use of church buildings and plant, rationalising these strategically, not least in relation to our Synodical resolution to become NetZero by 2030.
8. With the respective Associate Archdeacons, to oversee the development of Mission Areas and strategies for the development and deployment of ministry within each deanery consistently with the good stewardship of all available resources.
9. To support the mission and ministry priorities of the Bishop and Bishop's Staff within the Diocesan structures.
10. To play a full part within the Synodical structures of the Diocese (see Appendix B).
11. To contribute to the wider mission and life of the Diocese according to gifts and experience and depending upon the evolving needs of the Diocese. In this respect we are particularly seeking someone with the gifts to lead on Safeguarding.

### **Key Opportunities and Challenges**

Among the key opportunities and challenges faced by the new Archdeacon, we have identified the following:

- Working creatively with a changing role for stipendiary clergy, an increasing resource of self-supporting and lay ministries and constrained financial resources.
- Working creatively with the tension between sustaining all that is good in present patterns of mission and ministry whilst developing new forms and patterns for the future.
- Line-managing the three Associate Archdeacons Transition Enablers in the Archdeaconry.
- Supporting the Associate Archdeacons and the Area Deans as they share oversight and leadership across the Diocese.
- Exercising a dynamic ministry while mindful of the need for good stewardship of financial and other resources.
- Working collaboratively with the Resourcing Mission and Ministry Team and the Mission Area Support Team on the implementation of strategy.
- Encouraging formal and informal collaboration between clergy and parishes.
- Working creatively and well with Anglicans of every tradition and with our ecumenical partners.
- Establishing a secure basis for new congregations, church planting and diverse fresh expressions of church.
- Handling all appointments to posts in a way which is fair, open and transparent.
- Working within a Bishop's Staff team which continues to evolve and develop.
- Remaining focused on the core tasks of the role.

+Pete Sheffield, April 2025

## Person Specification

	Essential	Desirable
Previous experience	<p>A person ordained as priest in the Church of England for at least six years</p> <p>Substantial parish experience leading a growing church or churches with the ability to impact our wider society</p>	<p>Experience of working with fresh expressions of church</p> <p>Significant experience of urban ministry, particularly that of estate ministry and areas of significant socio-economic need</p>
Knowledge and understanding	<p>Theologically qualified to degree level</p> <p>Evidence of disciplines of current reading and theological engagement</p> <p>A person of clear conviction who is able to relate well and work with Christians of all traditions</p> <p>Ability to learn and assimilate a range of new knowledge and skills including legal and financial aspects of the role</p>	<p>Postgraduate degree in Theology</p> <p>Familiarity with canon law and other relevant legislation</p>
Mission and worship	<p>Excited and attracted by the emerging diocesan vision</p> <p>Able to lead worship and prayer well in churches of different traditions</p> <p>Ability to attract people of all ages and backgrounds to the gospel</p> <p>A confident and inspiring preacher</p> <p>Familiar with current thinking on evangelism, nurture and fresh expressions of church</p>	

Managerial and Leadership	<p>A track record of leading change</p> <p>A pastor able to model excellent care of others</p> <p>Able to coach, nurture, inspire and mentor others</p> <p>Evidence of excellent attention to detail and due process</p> <p>Able to surface, manage and resolve conflict</p> <p>Able to speak the truth however unwelcome this may be</p> <p>Full of hope and able to inspire hope in others</p> <p>Excellent listening and reporting skills</p> <p>Experience of financial management</p> <p>Ability to chair meetings and follow through on business</p> <p>The ability to delegate to others</p> <p>Evidence of taking initiative and encouraging initiative in others</p> <p>Experience as a trustee</p>	<p>Familiarity with disciplinary processes</p> <p>Familiarity with capability issues</p> <p>Experience of designing posts, building teams and making appointments</p>
Wider Society	<p>A theological understanding of the kingdom of God as wider than the Church</p> <p>Ability to work with Christians of other traditions</p> <p>The ability to work with a range of stakeholders in our wider society</p>	<p>The ability to build communities and work in partnership</p>
IT/Admin skills	<p>Skilled in the use of computers and IT</p> <p>Excellent administration skills</p>	<p>Experience of running complex systems and processes</p> <p>Skilled in the use of Microsoft Office</p>
Safeguarding	<p>Enhanced DBS and current training</p> <p>Experience of current safeguarding good practice</p> <p>Ability to chair a Core Group</p>	

## Personal Attributes

	Essential	Desirable
Spirituality and Prayer Life	<p>A Christian disciple with a mature faith able to watch over themselves and others</p> <p>The ability to be sustained in ministry through disciplines of prayer and study</p> <p>Able to articulate a sense of call to this role at this time in this place</p>	
Personal style	<p>Self aware and mature</p> <p>Empathetic and approachable</p> <p>Positive</p> <p>Encouraging</p> <p>Confident</p> <p>Emotionally resilient in a demanding role</p>	
Team skills	<p>Able to be a member and a leader of different teams</p> <p>Aware of strengths and weaknesses in a team context</p> <p>Able to see tasks through to completion</p>	<p>Familiarity with a range of team building tools</p> <p>The ability to think laterally about complex problems</p>
People management	<p>Consultative</p> <p>Persuasive</p> <p>Balanced, non emotive</p>	
Thinking style	<p>Analytical</p> <p>Good with data</p> <p>Well developed observational skills</p>	



## Terms and Conditions of Service

Stipend	Central Stipends Authority Recommendations  £43,510
Pension	Church of England Funded Clergy Pension Scheme at Archdeacon level  1.5 multiplier of the National Minimum Stipend
Car	<p>The Churches Mutual Credit Union (CMCU) is now offering car loans so the Commissioners' scheme has been closed.</p> <p>Many providers offer loans, details of which can be found online. We are unable to offer investment advice or recommend a particular provider or product.</p> <p>If you wish to consider CMCU, details of their products can be <u><a href="#">found on their website</a></u>.</p> <p>Expenses for travel following HMRC guidelines at 45p/mile up to 10,000 miles, 30p thereafter</p>
Office provision	Office in Church House Rotherham  Office provision within the House
Mobile phone	Covered within expense
Working expenses	<p>Normal working costs reimbursed on expenses</p> <p>Ecclesiastical Law Society Membership</p> <p>Home Office consumables</p>
House	34 Wilson Road, Sheffield, S11 8RN
Secretary	PA support at Church House, Rotherham
Other benefits	Laptop provision and maintenance; mobile phone

Additional Information on housing  
See Appendix C

## **Details of appointment process**

Applicants should complete the application form for the post together with a letter of application setting out your vision for the post and the way in which you would approach the role.

Closing Date for Applications: **19 May 2025**

Interviews will be held in Sheffield on **17 & 18 June 2025**

We hope that the appointed candidate will be able to take up the post in September 2025 or as soon as possible thereafter.

## **STATUTORY FUNCTIONS OF AN ARCHDEACON**

An Archdeacon exercises his/her jurisdiction within his/her Archdeaconry in his/her own right and not as delegate of the Diocesan Bishop.

His/her work is responding to a theology of order. Rules and regulations are useful in resolving differences of opinion of interpretation, becoming accessible “measuring rods”. They save every generation from having to “reinvent the wheel” every time a problem arises or a decision has to be made. Since the following of rules avoids disputes and conflict, it facilitates the work of the gospel.

1. Ecclesiastical Jurisdiction and Care of Churches Measure 2018. He/she is required to enforce compliance by each parish with the provisions of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018, particularly sections 45 to 47, which requires each parish to have its Church inspection at least once every five years. Canon C22(5) requires that he/she shall also survey in person or by deputy all Churches, Churchyards etc and give direction for the amendment of all defects in the walls, fabric, ornament and furniture.
2. Visitations. He/she is required by Canon to hold yearly visitations (Canon C22(5)).
3. Inductions. He/she is required on receiving the directions of the Bishop to induct any Priest who has been instituted to a Benefice (Canon C22(5)).
4. Mission and Pastoral Measure 2011. An Archdeacon is an ex-officio member of the Diocesan Mission and Pastoral Committee and is an “interested party” in relation to proposals for any pastoral re-organisation. He/she is in practice responsible for identifying the need for pastoral re-organisation and negotiating with all other interested parties any proposals for it.
5. Incumbents (Vacation of Benefices) Measure 1977. On a request to the Bishop for an enquiry into the pastoral situation in a Parish on the basis that there has been a serious breakdown in pastoral relationships the Bishop is required to direct the Archdeacon to take such steps as the Archdeacon considers appropriate to promote better relations between the parties and to advise whether in his/her opinion a formal enquiry into the pastoral situation in the Parish should be instituted.
6. Repair of Benefice Buildings Measure 1972. An Archdeacon is an ex-officio member of the Parsonages Committee and has special interest in the clergy house in his/her Archdeaconry.
7. Church Representation Rules. An Archdeacon has the responsibility of convening and conducting an extraordinary meeting of a Parochial Church Council under Rule M14.

8. Ecclesiastical Jurisdiction and Care of Churches Measure 2018. In his/her own archdeaconry, the Archdeacon is a key player in the operation of the faculty jurisdiction. As an ex officio member of the Diocesan Advisory Committee, the Archdeacon is aware of the approach the DAC takes to particular types of proposed work. The Archdeacon has statutory powers (a) to grant List B permissions without reference to the Chancellor in certain types of case listed in the Faculty Jurisdiction Rules; (b) to grant a licence for temporary minor re-ordering on an experimental basis for a non-renewable period of 15 months (after which the experiment must be ended or a faculty obtained for permanent changes); and (c) to order the removal to a place of safety of an item of architectural, artistic, historic or archaeological value which appears to be at risk. The Archdeacon may initiate or intervene in faculty proceedings and may be asked by the Chancellor to seek a local resolution of a particular case. The Archdeacon is normally present at any Consistory Court hearing in his or her archdeaconry.
9. Clergy Discipline Measure 2003 (as amended) and its associated Code of Practice. The Archdeacon may be involved in the early stages of a disciplinary matter.
10. Ecclesiastical Offices (Terms of Service) Measure 2009 and its associated Code of Practice. The Archdeacon may be appointed to oversee the capability procedure in cases arising in his or her archdeaconry. [This might be combined with, or placed next to the Vacation of Benefices material; which applies may depend on the common tenure position.]
11. An Archdeacon has statutory authority to intervene in faculty proceedings, ie. For the removal of an object that has been placed without the authority in any Church or Churchyard. Faculties may be issued subject to a condition requiring the work authorised to be carried out under the direction of the Archdeacon. The Archdeacon may also issue faculties under the Chancellor in certain matters that do not entail a material change of appearance to the church building or churchyard.
12. He/she may also grant a licence for a period of fifteen months relating to experimental reordering, or minor changes which are reversible and which do not entail alteration to the fabric of the building. At the end of the licensed period the Archdeacon must ensure that the parish either cease the experience or apply for a faculty to confirm the change. A license may not be extended by the Archdeacon.
13. An Archdeacon has the power to order that an article of architectural, artistic, historic or archaeological value, which he/she considers to be at risk, be removed to a place of safety.
14. An Archdeacon will be in priests orders and have been at least 6 years in holy orders (Canon C 22.1)
15. The Archdeacon is an ex-officio member of Diocesan Synod (Rule 30(3) of the Church Representation Rules and the Bishop's Council and the Standing Committee.

## APPENDIX B

A statement of the present Archdeacon of Sheffield & Rotherham's membership of committees:

Those marked with a \* are statutory.

Bishop's Staff meeting

\*Diocesan Synod

\*Bishop's Council

Finance and Property Committee

Board of Patronage (where appropriate)

\*Diocesan Advisory Committee

\*Diocesan Mission and Pastoral Committee

\*Vacancy in See Committee

Sheffield West Riding Charitable Trust (Chair)

Surrogate in the Consistory Court

Diocese of Sheffield Safeguarding Advisory Panel

Joint Oversight of LEPs Group (JOL)

## APPENDIX C

### DETAILS OF HOUSING PROVISION

#### PROPERTY KNOWN AS 34 Wilson Road, Sheffield, S11 8RN

**Description:** A substantial stone built semi-detached house with detached garage, with accommodation arranged over three floors plus basement. The property also benefits from Solar PV panels on the roof.

**Situation:** Located just off Ecclesall Road occupying a corner site.

**Accommodation:**



**Gardens:** To the front is a lawned garden and at the rear an enclosed paved area.

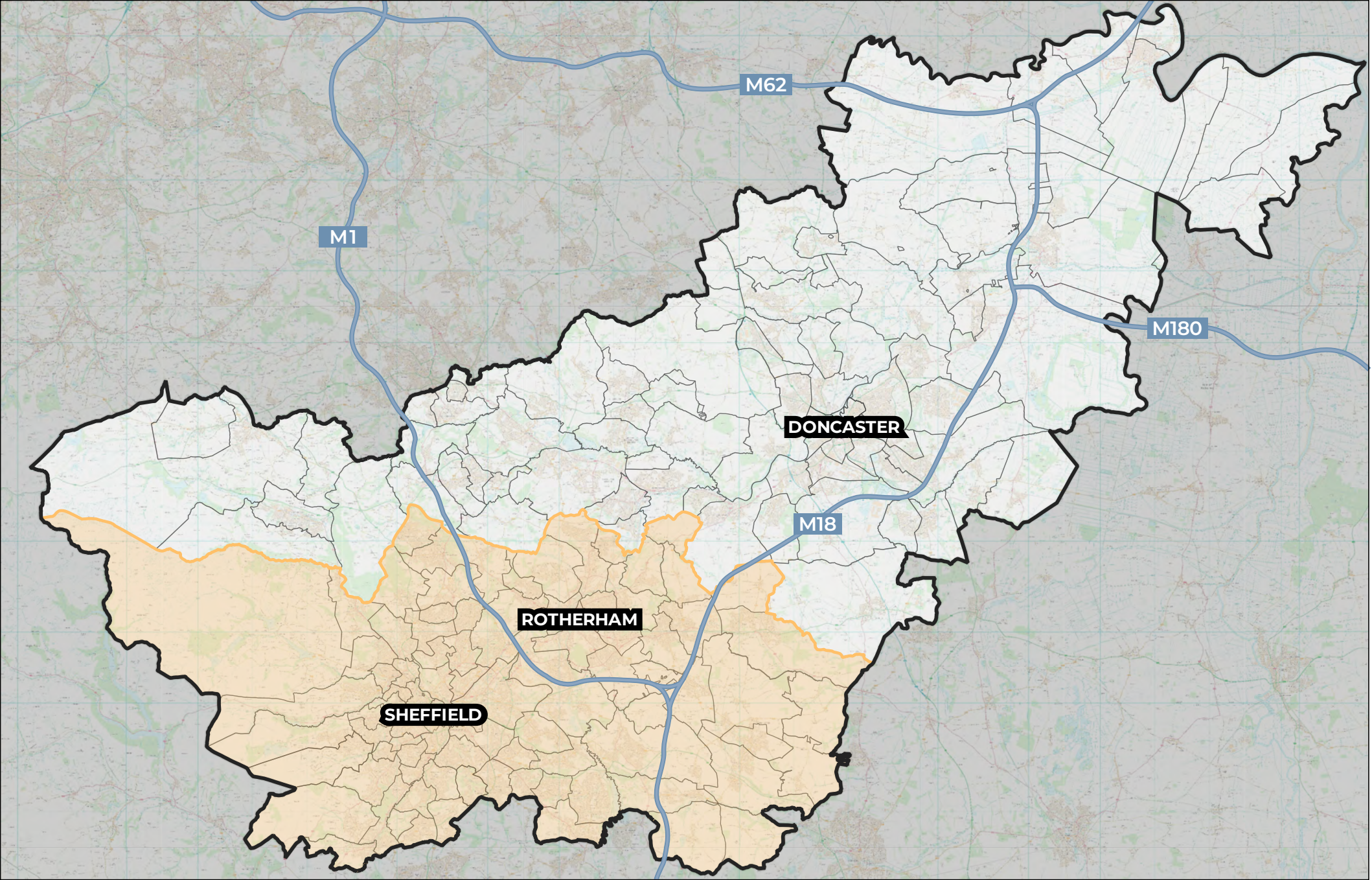
**Shops and Amenities:** The area has various shops, bars and cafes. Ecclesall Road has many supermarkets (Sainsburys, Tesco, Spar) and a pharmacy (Boots). There are also various other shops on Sharrow Vale Road. There are regular buses on Ecclesall Road that journey into the City Centre.



Further details of schools available on request from the Diocesan Director of Education, The Revd Huw Thomas – [huw.thomas@sheffield.anglican.org](mailto:huw.thomas@sheffield.anglican.org).



SHEFFIELD DIOCESE ARCHDEACONRIES



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