

DIOCESE OF MONMOUTH

ARCHDEACON OF NEWPORT

DIRECTOR OF MINISTRY & DISCIPLESHIP



Diocese of Monmouth

Website: monmouth.churchinwales.org.uk

Facebook : Monmouth Diocese

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OUR NEXT ARCHDEACON

Dear Friend in Christ,

Welcome to the profile outlining the role of Archdeacon of Newport and Director of Ministry and Discipleship. I am delighted that you are considering this significant leadership post in our diocese and hope that the potential and possibilities for ministry here excite you as much as they excite us.

You will be joining a bishop's staff team that has learnt to work well together; where we can gently challenge one another and hold one another to account. We invest in our relationships through spending time together and ensuring good and open communication between us as well as an appropriate level of humour. We see our purpose as being to support, resource and facilitate the life of the local church in its ministry, witness and mission, and we seek to live out a model of church that reflects the image of the body of Christ.

As a diocesan family, we are intent on developing a culture of openness, honesty and transparency, mindful that everyone works best when there is mutual support, trust and respect. We place great importance on good teamwork at every level of our diocesan life where people share leadership and responsibility and everyone is encouraged and supported in being able to flourish in the ministries that God has entrusted to them. We seek to demonstrate this in the Bishop's Staff Team and the Diocesan Office as well as in our Ministry Areas (Rectorial Benefices).

One of the branches of our diocesan vision is stewardship and we are clear that this is not just about money, time and talents but about looking after and using well everything that God has given to us. For us, this includes paying attention to our own wellbeing and the wellbeing of others as well as providing opportunities for each child of God to grow as a disciple of Jesus and to offer all that they are in his service.

Foundational to all of this is our life of prayer and worship together. We are looking to develop opportunities for people to deepen their life of prayer at local and diocesan level and to encourage acts of worship and praise that connect with people's deepest needs and desires and lifts their hearts and minds to the One who creates, loves and redeems all that is.

If all this makes your heart sing and sounds like something that you want to be part of, then we look forward to receiving your application.

May God bless and guide you as you discern his call on your life.



The Most Revd Cherry Vann
Bishop of Monmouth and
Archbishop of Wales

KEY ROLES

A) The Bishop and Diocese

- To support the Bishop in her ministry as Chief Shepherd, Pastor and Minister of the Diocese.
- To work closely with the Bishop as a 'critical friend' by sharing a common vision for the Diocese and working collaboratively towards bringing that vision to fruition.
- To be a member of the Bishop's Staff Team to assist in the strategic development and oversight of all aspects of the life of the Diocese.
- To represent the Bishop and Diocese at provincial meetings and events.
- To sit on numerous Diocesan Committees bringing expertise and knowledge of the wider Diocese, assisting the decision-making processes and ensuring good governance at all levels.
- To work with and support the Diocesan Office staff.
- To undertake, with others, Ministerial Development Reviews.

B) The Archdeaconry

- To lead, co-ordinate and administer the Archdeaconry in collaboration with the clergy and laity.
- To oversee the Ministry Areas, working closely with Area Dean and Ministry Area Leaders to support good practice and encourage growth at all levels.
- To be confident in talking about stewardship.
- To support Ministry Areas as a focus for creative worship, passionate discipleship and transformational mission.
- To participate in diocesan appointment procedures for vacancies.
- To deal with complaints and breakdowns in relationships within Ministry Areas.
- To offer pastoral support to clergy and lay officers in times of illness, bereavement and pastoral difficulty.
- To preach and speak at services and events across the Archdeaconry and Diocese and cover services during vacancy, clergy illness or to facilitate holidays.
- To oversee and advise on the maintenance, repair and alteration of churches and other buildings including the Faculty process.
- To oversee the work of the Canon Missioner in relation to their work in the city
- To oversee and encourage the work of the Newport Forum
- To chair or attend vestry meetings and Ministry Area meetings where necessary.
- To undertake the functions and administration associated with visitations including admitting churchwardens and ensuring the maintenance of the inventory and parsonage.

C) The Cathedral

- To be a member of the Cathedral College of Canons. One of the Archdeacons will also serve as a member of the Cathedral Chapter.

NEWPORT ARCHDEACONRY

The Archdeaconry of Newport covers most of the City of Newport along with the east side of the City of Cardiff and the south eastern edges of the County Borough of Caerphilly. The Archdeaconry is mostly urban and suburban with some pockets of rural communities. There is the whole range of demographics from some affluent areas to communities with the most severe deprivation. The City of Newport has undergone a huge expansion of housing in recent years. At the same time it has seen considerable growth in its already extensive ethnic diversity. It houses a large number of asylum seekers and has to respond to the considerable issues that this brings around homelessness and hunger.

The Archdeaconry is split into five Ministry Areas (MA) which between them have 31 churches. Each MA is a single parish and a registered charity and has a Ministry Area Leader (Rector and Area Dean). In addition, across the MAs, there are nine Vicars, two Residential Non Stipendiary priests (formally known as House for Duty), two Stipendiary curates and four non-stipendiary priests. There are over twenty clergy with the Bishop's permission to officiate, many of whom are very active. The Cathedral also sits within the Archdeaconry and has a Dean and two Residentiary Canons.



DIRECTOR OF MINISTRY AND DISCIPLESHIP

- To be responsible for developing, integrating and implementing policy relating to Ministry and Discipleship
- To be responsible for drafting and implementing Diocesan Policy in the fields of ministry, stewardship and discipleship in line with the Diocesan Vision, fostering imaginative approaches in the Diocese which will awaken the discipleship of all God's people
- To provide leadership, and line management for the Ministry Officers, coordinating and shaping work plans, supporting any training requirements, managing the ministry budget
- To foster a culture of life-long learning for discipleship across the Diocese, encouraging the take up of nurture groups and discipleship courses
- To advise and support Ministry Areas in their development of ministry teams in ways that promote growth and flourishing both within congregations and in their work with their local communities
- To model best practice in collaborative working and proactively support the formation of collaborative working practices amongst clergy and lay colleagues
- As part of the Diocesan Project Board, to lead and/or support the development of mission projects as part of the Diocesan Bids to the Growth Fund
- Engagement with social media resourcing and posting
- To oversee all ministry training in the Diocese and to meet the needs of a range of lay and ordained ministries
- To ensure that lay ministry is established as a valued and equal part within the ministry of the Diocese and that opportunities for lay training are met for a wide range of contexts
- To contribute to the strategic deployment of curates and Newly Licensed Ministers

- To ensure the delivery of effective, engaging and relevant Continuing Ministerial Development within the Diocese, making sure that mandatory training days have relevance to present issues in ministry and the implementation of the Diocesan Vision
- To identify and provide resources for clergy and lay ministers to use at a local level in order to promote discipleship
- To have oversight of the vocations work in the Diocese, both lay and ordained and to ensure the wellbeing of all our leaders
- To oversee the strategy for vocations both lay and ordained and to encourage the promotion and discernment of all vocations
- To arrange the Diocesan Vocation Panel for ordained and lay vocations in consultation with the Diocesan Director of Vocations
- To provide a range of positive, proactive measures which lead to the greater wellbeing of clergy and lay ministers in the Diocese.
- To represent the Diocese at Provincial level in ministry matters.
- To be a main point of contact with St Padarn's Institute in terms of negotiating and setting appropriate training for all levels of ministry and to provide specific complementary training programmes to develop clergy and lay leadership
- To build and maintain mutually beneficial working relationships with relevant Officers in other Dioceses and in the Church of England, and to create and maintain links with wider church networks as appropriate
- To represent the Diocese on Provincial committees for ministry and discipleship
- To work with the Director of Mission (Social Responsibility) and the Director of Mission (Evangelism)
- To develop a closer connection between mission and ministry in the Diocese
- To support the work of discipleship in the Diocese
- To have responsibility for encouraging and equipping Ministry Areas in nurturing disciples, growing teams, developing leaders, reflecting on and sharing good practice

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications & Training	Ordained within the Anglican Communion with at least six years in holy orders	
Experience	<p>Experience of leading in mission, including leading growth in churches</p> <p>Experience of the vocations and discernment process and with Continued Ministerial Development and Newly Licensed Ministers</p> <p>Experience of building effective teams</p> <p>Experience of fostering effective collaborative working</p> <p>Experience of leading stewardship and financial sustainability in churches</p> <p>An understanding of and desire to encourage new ways of being Church</p> <p>Experience of managing change in an organisation</p>	<p>Experience of managing people</p> <p>Experience of strategic planning and policymaking</p>

<p>Knowledge, skills and abilities</p>	<p>An understanding of the theology and practice of ministry and mission</p> <p>A good team player as well as team leader</p> <p>Knowledge of best practice in safeguarding</p> <p>Good level of computer literacy including word-processing and online working</p> <p>Hold a driving licence and have use of a car</p>	<p>Ability to speak Welsh, or willingness to learn</p>
<p>Personal Qualities</p>	<p>Has the spiritual depth and maturity of faith to sustain and equip them in this dual role.</p> <p>Values integrity and exhibits creativity, competence and compassion</p> <p>Encourages, motivates and enables</p> <p>Ability to communicate easily and effectively at all levels and using a variety of media</p> <p>A self-starter, confident operating at a very senior level, and able to inspire trust and credibility</p>	<p>Has a sense of humour</p>

<p>Prayer and Spirituality</p>	<p>Recognises that prayer is at the heart of their ministry and mission</p> <p>Understands the richness that comes from diversity</p> <p>Has the desire and sensitivity to affirm the different spiritual traditions in our churches</p> <p>Is grounded in a spirituality that seeks to live as part of the Body of Christ recognising our interdependence</p> <p>Prayerfully seeks to live out the Diocesan Values expressed in our Culture Guide</p>	
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REMUNERATION AND HOUSING

Archdeacon's stipend of £ 45,820 (2025 figure)

Receive expenses in accordance with the
Church in Wales policy

Pension entitlements based on a non-contributory
defined benefit scheme

Housing



The large 19th century house is situated in the centre of Newport, directly opposite Newport Cathedral. It is listed and has six bedrooms, two bathrooms, three reception/living spaces and a study. There is secondary glazing and gas fired heating.

EVERYTHING WE DO IS GUIDED BY THESE PRINCIPLES

CARIAD

LOVE

LET ALL THAT YOU DO BE DONE IN LOVE.

1 COR. 16:14

HAEIONI

GENEROSITY

NOW TO HIM WHO BY THE POWER AT WORK WITHIN
US IS ABLE TO ACCOMPLISH ABUNDANTLY FAR MORE
THAN ALL WE CAN ASK OR IMAGINE TO HIM BE
GLORY IN THE CHURCH AND IN CHRIST JESUS TO ALL
GENERATIONS, FOREVER AND EVER.
EPHESIANS 3:20,21

DEWRDER

COURAGE

THE LORD IS MY LIGHT AND MY SALVATION; WHOM SHALL I FEAR?
THE LORD IS THE STRONGHOLD OF MY LIFE; OF WHOM SHALL I BE AFRAID?

PSALM 27:1

GWYLEIDD-DRA

HUMILITY

FOLLOW THE EXAMPLE OF JESUS, "WHO, THOUGH HE WAS IN THE FORM OF GOD,
DID NOT REGARD EQUALITY WITH GOD AS SOMETHING TO BE EXPLOITED."

PHILIPPIANS 2:6

LLAWENYDD

JOY

REJOICE IN THE LORD ALWAYS; AGAIN I WILL SAY, REJOICE.

PHILIPPIANS 4:4

GONESTRWYDD

INTEGRITY

BUT YOU HAVE UPHELD ME BECAUSE OF MY INTEGRITY,
AND SET ME IN YOUR PRESENCE FOREVER.

PSALM 41:12



Faith in
our Future

Diocese of Monmouth
Esgobaeth Mynwy

USEFUL LINKS

Monmouth Diocese Vision:

https://monmouth.contentfiles.net/media/documents/Vision_Document_updated.pdf

Monmouth Diocese Culture Guide:

https://mcusercontent.com/b3afd1b0d0adb8d4215f17201/files/97ba9bd2-8105-bd9c-e79b-396a44957fca/Culture_Guide.01.pdf

Monmouth Diocese Wellbeing Guide:

https://monmouth.contentfiles.net/media/documents/Wellbeing_Guide_Oct_2024-_UPDATED.pdf

