



# Archdeacon of Maidstone Recruitment pack



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## A word from Bishop Rose

Welcome and thank you for taking an interest in the role of Archdeacon of Maidstone. This is an exciting time for our diocese as we are embedding our vision and strategy and making this come alive in local churches and communities.

As Bishop of Dover, I was drawn to be a part of the life of the Diocese of Canterbury by its bold vision of “Changed Lives → Changing Lives!” The people of God here in our diocese are keen to see their faith lived out within the communities of which they are a part. With this we seek the guidance of the Holy Spirit in everything we do because we want to be a people who are growing in confidence in our faith.

My priorities of Prayer, Generosity, Evangelism and the studying of Scripture are the heartbeat of all we do, helping us to achieve the Bold Outcomes that we are strategically working towards.

We want wanting the new Archdeacon of Maidstone to share our passion for the gospel and to join us in being conduits for the love of God in Jesus Christ to become a living reality in the lives of others.

Around the Diocese of Canterbury, I see a deep passion for evangelism and

discipleship, a desire to break down barriers between lay and ordained, and a growing energy to engage with an amazing generation of children and young people. I see a longing for a society that hungers for justice and peace in our world. It is along our coastline that those seeking refuge or asylum enter the UK on small boats. We, through the grace of God lovingly desire to be courageous advocates on their behalf, responding through our Social Justice Network to help meet their needs.

Our three Archdeacons play a key role in helping us to hear and understand more clearly the voices of our parishes, enabling our life as a diocesan family to be reshaped by local learning, mission and priorities. The new Archdeacon of Maidstone is integral to this work and will be welcomed into the heart of the diocesan leadership team.

Thank you for taking the time to read this and to discern whether God might be calling you to be part of this journey with us.



The Rt Revd Rose Hudson-Wilkin

The Bishop of Dover



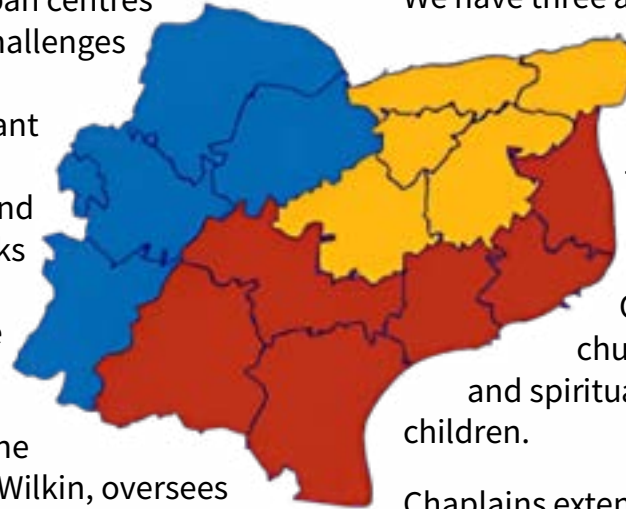




## Our Diocese

Canterbury is the oldest diocese in the Church of England. It crosses Kent, from Maidstone to Thanet, the Isle of Sheppey to Romney Marsh. The coastline, rural areas, market towns, and urban centres each offer their own challenges and opportunities for mission. We are a vibrant community with a rich history. Our location and excellent transport links make our diocese an appealing place to live and work.

The Bishop of Dover, the Rt Revd Rose Hudson-Wilkin, oversees our diocese under the Archbishop of Canterbury's Instrument of Delegation. Bishop Rose leads mission strategy, governance, and pastoral care while serving as President of the Diocesan Synod, Chair of the Archbishop's Council, and convening the Episcopal Staff Team. Leadership is shared with three Archdeacons, the Diocesan Secretary, and others. Safeguarding accountability, while legally held by the



Archbishop, is delegated to Bishop Rose. Effectively, she is the de facto diocesan bishop on a day-to-day basis and keeps the Archbishop updated with developments in the Diocese so that they are fully informed when they visit.

We have three archdeaconries:

Canterbury, Ashford, and Maidstone.

These are divided into 16 deaneries, 97 benefices and 196 parishes with 303 churches. Our diocese also manages 105 church schools, offering education and spiritual and moral guidance to 26,200 children.

Chaplains extend their ministry beyond parochial work, serving in institutions like universities, schools, hospitals, hospices, prisons and workplaces through initiatives like the ecumenical Kent Workplace Mission and our diocesan Centre for Healing and Wholeness, The Living Well. There is also chaplaincy ministry to sections of society, including Anna Chaplaincy among older people and the diocesan LGBTQ+ chaplaincy team.

● Ashford Archdeaconry ● Canterbury Archdeaconry ● Maidstone Archdeaconry

*Altar artwork at St Paul's, Maidstone*

# Our Mission, Bold Outcomes and Strategy

## Our mission – why we exist

Changed Lives → Changing Lives

At the heart of all we do is a vision of transformation for ourselves and our communities: no one can encounter God and remain unchanged. We want to increasingly become a Christian community transformed through encounter with Christ, growing and overflowing to transform and bless the families, homes and communities we serve: Changed Lives, Changing Lives.

## Three Bold Outcomes

Our diocese has been on a journey of listening and discerning to arrive at our vision and strategy, which is distilled into Three Bold Outcomes for 2030:

- Double the number of children and young disciples.
- Two hundred new Christian communities.
- Every parish, benefice and deanery showing signs of revitalisation.

## Our strategy – how will we get there?

Our strategy is **‘To enable the local church to share in God’s Mission’**.

To this end, we’ve been running projects at parish and diocesan level to support and encourage the mission of our whole Diocese. At a diocesan level we have recruited youth ministers, helped identify and equip our resourcing churches, piloted Flourish partnerships between schools and churches, enabled Ignite phase 2 (Ignite is a Fresh Expression developed in our diocese), and enabled research into and launch of focal ministers. We are now moving to strengthen local mission through Leading your Church into Growth courses, encouraging both parish mission action planning and deanery planning, training for ministers in youth ministry, growing young leaders, resourcing youth ministry and the ongoing development of a rural strategy as well as building on the strong resource of our Church of England schools.

Along with the rest of the Church of England, we are committed to environmental and Carbon Net Zero goals. We are actively working towards achieving the Silver Eco Diocese Award. This reflects our growing integration of environmental values across worship, buildings, land, community engagement, and personal lifestyle.

Our work in the social justice field is expressed through the Social Justice Network (SJN)

which is the Diocese of Canterbury’s charity working in communities to alleviate poverty, marginalisation, and vulnerability, especially among the homeless, refugees, asylum seekers and those leaving prison into homelessness. The projects range from local, to national and international. The charity delivers its work through innovative partnerships creating a framework for others to respond to social challenges.

## Our Three Bold Outcomes







## Our Archdeacons

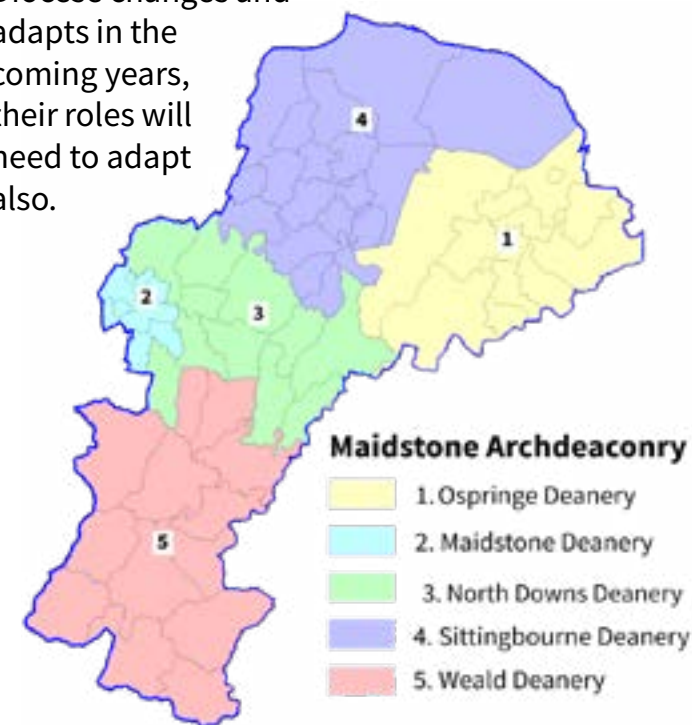
The Archdeacons of Canterbury, Maidstone, and Ashford oversee five to six deaneries each, working closely with the Bishop of Dover. The Archdeacon of Canterbury also serves as a Residentiary Canon of Canterbury Cathedral. Together with Area Deans and Lay Chairs, they support and guide parish and community ministries across the diocese.

In our medium-sized diocese with one bishop, Archdeacons manage tasks typically handled by suffragan bishops elsewhere, such as appointments and the developing and implementation of diocesan strategy.

The Archdeacon of Maidstone will join a highly collaborative leadership team. They will also receive prayerful, collegial and professional support from the two experienced existing Archdeacons of Ashford and Canterbury.

The list of responsibilities in the next section could sound a little dry and formal but they are based around relationships – using the tools of the Church of England in helping parishes and people nurture the spark of God’s inspiration into something new and exciting, resolving conflict or other issues to enable flourishing, and helping people

find new ways of bringing the Gospel to all in their communities. In a changing Church, the Archdeacons have a pivotal role in working closely with the Bishop and colleagues in leading and inspiring that change and finding ways to bring it into being. The Archdeacons need to bring imagination, compassion and creativity into their role, all grounded in prayer and a firm faith. They also need flexibility as the nature of their role has shifted over the past decade as the Church has changed, and as our Diocese changes and adapts in the coming years, their roles will need to adapt also.



*Baptisms at St Luke's, Maidstone*

# The Role of the Archdeacon of Maidstone

## **The Archdeacon of Maidstone will:**

- be the Archdeacon responsible for the deaneries of Maidstone, North Downs, Weald, Sittingbourne and Ospringe - supporting and encouraging the clergy and other ministers, lay and ordained, in their care of the people of God;
- meet regularly and work with Area Deans, Lay Chairs and other colleagues to encourage and enable local mission and our diocesan strategy;
- work closely with our Bishop, the Secretary of the Diocesan Mission and Pastoral Committee, our Area Deans, Lay Chairs and parish representatives in many aspects of the parochial, vacancy and appointments process;
- induct or install newly appointed ministers, supporting them especially in the early part of ministry;
- alongside the Bishop, care for ministers and their families;
- at the Archdeacon's annual visitation admit Churchwardens;
- undertake Development Reviews (Terms and Conditions of Service) for clergy in the Maidstone Archdeaconry;

- take appropriate and timely steps to resolve any difficulties or disputes in parishes. Where necessary, act under the Clergy Discipline Measure or other applicable legislation;
- work closely with the Diocesan Safeguarding Officers to manage any safeguarding issues that arise and to ensure safeguarding is embedded across the diocese and its parishes;
- participate fully in meetings of the Episcopal Staff Team, the Strategic Programme Board and Archbishop's Council, as well as essential diocesan committees, including the Property Advisory Group, Finance and Assets Committee, Diocesan Advisory Committee and Mission Resources Group;
- chair one of the diocesan frameworks;
- undertake the statutory duties of an Archdeacon as laid out in Canon C22 and other ecclesiastical legislation;
- attend to your own prayer life, study and theological reflection;
- undertake such other duties as the Bishop may request;
- be installed in Canterbury Cathedral and become a member of the College of Canons and so be part of the extended cathedral family as an Honorary Canon.







## The Archdeacon of Maidstone will be someone who ...

- is rooted in disciplines of prayer, study of the scriptures, theological reflection and engagement with society;
- keeps senior leadership close to parishes and communities by building strong working relationships, holding the vision and nurturing an understanding of the needs of the wider church;
- has a demonstrably stable home life, and good networks of personal support and friendship;
- is passionate for the Gospel and for its potential to transform both individuals and communities;
- is an effective preacher and teacher, gifted as an evangelist, who expounds and applies the faith clearly, convincingly and attractively;
- has the capacity to inspire people and share vision;
- has experience and proven capacity in developing strategic approaches to mission and engagement with communities;
- can work in an organised way under pressure;
- is committed to fostering the gifts and ministries of all God's people, and is known to be an encourager of the gifts of others;
- is a loyal colleague and works well within a team setting, whether as leader or member;
- enjoys the respect of fellow clergy;
- rejoices in the richness of humanity, and relates well to people of different outlooks and backgrounds (theological and otherwise);
- is willing to work with the local church to enable new initiatives in mission;
- treasures the calling of the Church of England without being uncritical of it;
- has a personal and spiritual resilience to be strong in times of conflict.





## Practicalities

### **Tenure**

The archdeacon serves under Common Tenure (a sample of Statement of Particulars is available on request).

### **Oversight and accountability**

The Archdeacon is appointed by and accountable to the Bishop of Dover. In addition to the meetings of the Episcopal Staff Team, Archdeacons meet regularly with the Bishop.

### **Stipend and pension**

The Archdeacon receives a stipend at the level recommended by the Central Stipends Authority (subject to annual decision by

the Archbishop's Council). Pension contributions are paid by the Diocesan Board of Finance into the Church of England Pension Scheme.

### **Travel**

The Archdeacon will need to be willing and able to travel up to 10,000 miles per year for archdeaconry and diocesan work. Candidates will need to demonstrate ability to travel independently around the archdeaconry, some of which is not served well by public transport.

### **Office and expenses**

Office space is provided in the Archdeaconry. Administrative support is at present 17.5 hours worked over four days a week. All reasonable expenses of office are reimbursed by the Diocesan Board of Finance.



## Your new home awaits...

Located in Penenden Heath, just north of Maidstone town centre, the Archdeaconry is an attractive five-bedroom Victorian property, built circa 1850, offering generous living space.

Set back from the road within a large, well-maintained garden and accessed via a private driveway with ample parking, the property features spacious reception rooms with bay windows, ideal for entertaining or a variety of uses, along with an attractive kitchen and modern bathrooms. A conservatory provides a peaceful space overlooking the garden.



Attached to the main house, and accessible via a separate entrance, is a dedicated office extension comprising an accessible toilet, kitchenette, PA's office, and the Archdeacon's office which also includes a large meeting area accommodating up to 10 people independent from the main residence.

The location is well connected, with good links to parishes and deaneries, and excellent transport options including Maidstone East and West train stations, local bus routes, and nearby access to the M20 and A249.

Penenden Heath offers a range of nearby education options, including primary, secondary, and grammar schools. A variety of shops, supermarkets, cafés, and other essential amenities are close by, with further retail and leisure facilities in Maidstone town centre. The area also provides access to beautiful countryside, riverside walks, and historic attractions such as Leeds Castle and the North Downs Area of Outstanding Natural Beauty.





*Front cover: stained glass at St Andrew's, Barming Heath*