



## Archdeacon's Newsletter for Abinger & Coldharbour

September 2021

Dear Friends,

The purpose of this newsletter is twofold.

Firstly, I wish to say a huge thank you to Tony who has been the incumbent here for the last 28 years. During this time, he has made a significant contribution to the life and witness of this parish. As he prepares to leave St James & Christ Church for pastures new, we pray that he may continue to know God's provision as he follows His call into the next season of ministry.

Secondly, this newsletter will explain how the period without a vicar will be managed and how a new appointment will be made with a provisional timeline of the important meetings. I am grateful to Tony for his permission to begin the process of succession planning before he moves on.

Please be assured of my care, prayers and support during this time.

Best wishes,

*Martin*

Martin Breadmore

Archdeacon of Dorking

Diocese of  
**Guildford** 

TRANSFORMING CHURCH  
TRANSFORMING LIVES

## **What happens when Tony leaves?**

**Who is In Charge during the Vacancy?** Following Tony's departure, the formal running of the Benefice is the legal responsibility of the Area Dean (Revd Peter Nevins) and Churchwardens (the Sequestrators).

**How does the parish actually function without an Incumbent?** Whilst the Area Dean will provide oversight and support, he is also a busy incumbent and will not be able to be present in the way that Tony is. Most of the work, therefore, will be co-ordinated by the vacancy management team who are accountable to the PCCs. This will consist of the churchwardens, administrator, treasurer and others who share in ministerial and administrative support. It will meet regularly to ensure things continue as normal. For good reason, the Area Dean will ensure that no strategic decisions are taken during the time when there is no incumbent in the parish.

**What if I have any questions during this period?** Please speak to the churchwardens in the first instance. They will be able to direct you to the right person.

## **How is our new Incumbent chosen?**

### **Who decides on our new House for Duty Priest in Charge?**

There are nine people who will be on the formal interview panel:

The Patrons (JPHM Evelyn & Church Patronage Trust & Bishop of Guildford)

The Archdeacon of Dorking (The Venerable Martin Breadmore)

The Area Dean of Dorking (Revd. Peter Nevins)

The four Parish Representatives (1 from each parish elected by the PCC)

### **Will there be consultation?**

Yes. The most important work that needs to be done now is the putting together of a parish profile and person specification. This is, in effect, is the document that lays out our priorities looking forward and the gifts that we seek in a new leader. The compilation of this document will be done by a small *Parish Profile Team* but following a process of wide consultation which will be facilitated by the diocese. There will also be an opportunity for the PCCs and officers of the parish to meet shortlisted candidates and offer feedback.

## What is the Timescale for all of this?

We attempt to be as efficient as possible. We do, however, need to go through a process that is laid down by the Patronage (Benefices) Measure (1986). We have already started to make preparations for this process. The dates that have been set are below:

<i>Archdeacon's open meeting with the four parishes</i> (to explain the process)	2 <sup>nd</sup> September
<i>Vision morning with Diocesan Missioner</i>	September
<i>Final Draft of Parish Profiles completed by</i> (stage at which most of the work is complete)	Early November
<i>(Section 11) Meeting</i> (profile formally agreed and parish reps chosen)	Mid November
<i>Advertise Post: House for Duty Priest in Charge</i> (on <i>Diocesan</i> website and in <i>Church Times</i> )	26 <sup>th</sup> Nov & 3rd, 10 <sup>th</sup> and 17 <sup>th</sup> December 2021
<i>Closing date for applications</i> (final date on which applications submitted)	22 <sup>nd</sup> December 2021
<i>Shortlisting</i> (interview panel meets to shortlist candidates)	6 <sup>th</sup> Jan 2022 at 2pm
<i>Interviews</i> (held in the Parish over two consecutive days)	18 <sup>th</sup> January 2022

## The Bottom Line...

### So when can we expect to welcome our new Priest-in-Charge?

As soon as possible... but the process can't be rushed! If we are successful in appointing a House for Duty Priest in January, we might expect a licensing service during April / May. The average time between an appointment and a licensing is approximately 3 months. It must also be remembered that a panel can decide that God's person for the post is not amongst the shortlisted candidates. This can be disappointing. It is, however, important that the right person is appointed, even if it means re-advertising and waiting a little longer.

