



**Dean of Lincoln  
Candidate Briefing Pack  
November 2023**



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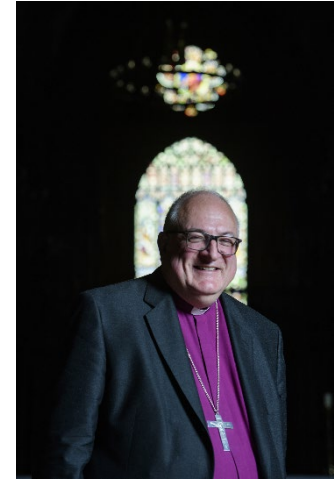
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## FROM THE BISHOP OF LINCOLN

Dear Potential Applicant,

The Cathedral which I experienced when I came as Acting Bishop in January 2022, was an unhappy place. Since I have returned, I have noticed a definite up-turn in mood and confidence. This needs to be sustained and grown under the leadership of the next substantive Dean.

The draft Statutes and Constitution of the Cathedral were light both on the Cathedral's identity as the mother church of the Diocese and the Dean's place as the senior priest of the same. This is now properly indicated. We need a Dean who will lead the re-building of the profile of the Cathedral across the Diocese. In worship, through active membership of Bishops Council and Diocesan Trustees and the Bishop's Staff and through personal relationship, the Dean will be a close colleague of and advisor to the Bishop and a committed colleague of other senior leaders. In the polity of the Church of England, the Cathedral offers a complementary role within the Diocese, and the Dean, with Chapter, will look for ways in which to fulfil the Cathedral's vocation to be a hospitable and critical friend.



Lincoln Cathedral is extraordinary in its beauty, in the landscape of its setting, with a history encompassing saintly and intellectually colossal bishops and cathedral clergy, but also pogrom, tragedy and sad division. It is at its best in the profundity of its worship of Almighty God, recognising that the hinge of release into thankfulness and praise before our Saviour is the bended knee. The Dean must be a priest living a holy life which is contagious, and which models the life of discipleship into which all Christians are invited. Out of this, the Dean will be naturally accomplished and sensitive liturgically, encouraging creative excellence from the Precentor and Choral Foundation. Similarly, the Dean will come with a proven record as a preacher, teacher and a communicator who demonstrates attention to the wider culture and whatever might be emerging which the Cathedral might usefully speak into.

The Cathedral's place in the City, County and Diocese make it a key centre of active apologetics and evangelism. Although cathedrals are seen as being at the centre, they are creatively on the edge of the Church in the sense that their purpose is to turn visitors into pilgrims. This is a very particular calling for Lincoln Cathedral. The Dean needs to lead and develop a culture which serves this purpose, alongside the inclusive welcome of the Cathedral for worship and enquiry, silence, sanctuary and education. The Dean will lead the delicate balance of the Cathedral's primary role as God's temple and the need to balance the books and be generous in accommodating community and commercial use. No marketing and fund-raising will be effective without the noticed commitment of the Dean.

The next Dean will seek to renew the place of the Dean as a public figure in the City, and across Greater Lincolnshire, the human face of the Cathedral and in support of the Bishop's public role regionally and nationally. The Cathedral can develop further its relationship with the universities, public authorities, business and the armed and other public services as a participant in serving the common good and also being the locus of debate about shared concerns for the flourishing of the people of Greater Lincolnshire.

Lincoln Cathedral is a medium-sized not-for-profit business, a significant employer with a large turnover and historic assets and outside grants to manage transparently and effectively. Chapter has responsibility for one of the most significant historic buildings in Europe, requiring constant heritage funding, restoration and repairs, its own stonemasons, and busy works department. The Cathedral has a portfolio of houses and ancillary properties. Sadly, the historic assets are fewer than of old and the estate is not in a great condition.



All this requires the Dean to be an effective organisational leader, financially literate and dedicated to good governance and management, attentive to sustainability and risk. We need a collaborative Dean who leads with resolution, strength and wisdom. The Dean will work especially closely with the residentiary canons, the senior lay member of Chapter and with the Chief Operating Officer to promote a renewed and trusting culture. The Dean will support the COO in ensuring all the necessary systems are in place to ensure the well-being of staff and volunteers.

This means that the Dean will take the lead and model the commitment to safeguarding at the very heart of the life and ministry of the Cathedral. The Dean - with colleagues - will articulate a theology of safeguarding to share with staff, volunteers and the congregations of the Cathedral alongside a deepening culture of noticing, responding and reporting rooted in shared training with the Diocese.

There has been a deficit of kindness and encouragement in the life of the Cathedral in the recent past related to but not exclusively caused by the consequences of the inadequate management of a serious safeguarding case. The staff and congregations together will benefit hugely from having a Dean who is attentive, who walks the floor and who both offers and receives hospitality. The Dean is the primary pastor of the Cathedral and this needs to be made more visible. The pastoral role, like the liturgical, will be shared with Chapter colleagues, priest vicars and lay pastors, of course. We will look forward to a Dean who, nonetheless, shares in visiting the sick and housebound and offering the ministry of reconciliation.

The Cathedral has had a history of periodic spells of paralysing internal conflict which has spilled over into life of the wider church and community. The Dean must be someone who is confident and courageous in moving towards any conflict that may arise and working for its transformation and reconciliation. This will call for generosity of spirit, self-deprecation and humour and for a Dean who can demonstrate a profound commitment to building trust.



The demands upon the Dean are immense. The role is only to be a blessing to the holder and those ministered among if the Dean pays real attention to modelling a spiritual, familial and cultural life which allows space for refreshment, retreat, holiday and exercise. The Dean will take a day off each week and will look to two rest days every six weeks at least.

It is not necessary that the Dean be a scholar, although that would be welcome. Just as important will be the representation of Lincoln by the Dean in the wider Church of England and ecumenically. The Dean could come with or develop some national responsibility or be part of wider Church networks at home and abroad. Any such engagement or duties would need to be agreed with the Bishop and understood by Chapter.

We very much hope that the information in this pack is helpful to you in your discernment and thank you for considering whether God might be calling you to be our next Dean of Lincoln.

Moreover, thank you for the consideration and prayer that you will be undertaking as part of this process. We are conscious of how much time and energy such an application takes – and that it may also feel as if you are placing yourself in a position of vulnerability. Please be assured that it is our intention that every applicant feels that they are treated with kindness and discretion.

Whatever the outcome for you personally, please do pray with us, and the community of the Lincoln Diocese, that God will lead us to the right person.

Yours in Christ,

**+Stephen Lincoln**  
**October 2023**

## BACKGROUND INFORMATION

Lincoln is the county town of Lincolnshire and is the biggest urban settlement in the county. In the last ten years the population of the City has grown by 11%, nearly double the national overall increase. The increase has been driven in large part by the development of the City and the increase in university students, which is also changing the age demographics of the City with 29.3% of the population now in the age bracket 15-29. There are small Muslim, Seikh and Jewish communities in the County, as well as other Anglican churches, with 47% in the recent census describing themselves as having no religion.

The impact of the two universities has been the subject of recent work to look at how this opportunity could be grasped by the Cathedral and it is hoped that this work will continue.

Lincoln Cathedral was consecrated in 1092 and had a turbulent early history with fire and earthquake destroying much of the early building. It was rebuilt under the leadership of Hugh of Avalon who became Dean in 1186, later canonised and buried in the Cathedral. The Cathedral building has had many additions and extensions some of which have been described as experimental and have been cited as one of the reasons that the central tower collapsed in 1237. Additions, restorations and changes have been made continuously up until the most recent works.

*"I have always held... that the Cathedral of Lincoln is out and out the most precious piece of architecture in the British Isles and roughly speaking worth any two other Cathedrals we have".*

**John Ruskin**

In 2015, the Heritage Lottery Fund earmarked £12.4 million for the 'Lincoln Cathedral Connected' team to enable the: landscaping of the West Front and Dean's Green to create calm and prayerful public spaces; renewing the floodlights; conserving the Exchequergate Arch; conserving the West Front centre niche, Gallery of Kings and Romanesque Frieze, creating new visitor facilities (shop, cafe, toilets, changing places room) and an Interpretation Centre. The new facilities have brought in more visitors and renewed interest in the Cathedral.

The new 'Lincoln Cathedral Connected' facilities, including the Learning Centre and Discovery Centre, have been well used for innovative formal learning for all age ranges, with over 6000 children visiting in the first year of its opening. Teachers have given consistently good or excellent feedback about their visits and the wide range of activities that have been provided by the Education Team and their volunteers with

over 100 formal visits booked in 2022. There is much good work being done with the DBE using the new facilities including a 'Festival of Church Schools'.

There is a strong Anglican choral tradition at the Cathedral in addition to a lively musical life. The Choir is made up of 6 lay vicars, 5 choral scholars and 40 choristers, 20 boys and 20 girls, recruited from 16 local schools. In addition to singing daily at the Cathedral, the Choir tours, sings on radio and other broadcasts and has an international profile.



The Music Council supports music in the Cathedral with funding but does not get involved in the music direction or selection. They do encourage variation and put on fundraising events including a summer concert.

The 'Lincoln Cathedral Consort' is a volunteer choir, which sings at events and services both in the Cathedral and around the Diocese.

The Cathedral faces a challenge in its finances with a budgeted deficit of £1.6m for the year to March 2024. This derives from the continued investment in the Cathedral's properties and fabric, particularly the ceiling of the Wren Library and the investment in other properties. Considerable property assets are owned by the Cathedral, which generate income but also incur costs. Visitor numbers are projected to increase to 125,000, and this should bring increased income.

The Cathedral has been described as “asset rich and cash poor,” it has one of the largest estates of any cathedral in England; owning over 80 properties in and around the Cathedral providing rental accommodation for staff as well as private lets. The Cathedral also owns a quarry and an old school property. This portfolio is managed by the Chapter Clerk in conjunction with Savills who are seeking to create a strategic plan including reviewing options to renovate, maintain or dispose of assets.

Consultations are just beginning about the Cathedral’s constitution and statutes as a first step to becoming a charity as required by the Cathedrals Measure 2021.



## **A NEW DEAN OF LINCOLN (Chapter Statement of Needs)**

### **Introduction**

The Diocese of Lincoln covers some 2600 square miles of Lincolnshire. As one of the largest dioceses in the country stretching from the Humber Estuary in the North to the Wash in the South, we are home to a population of just over 1,000,000 people living in a variety of different settings from the urban centres of The City of Lincoln, Grimsby, Cleethorpes and Scunthorpe to the many small villages surrounded by extensive farmland which mark our landscape. The county of Lincolnshire is a largely agricultural county, which grow significant amounts of wheat, barley, sugar beet, and oilseed rape.

### **About Lincoln Cathedral**

Lincoln Cathedral is first and foremost a church, the seat of the Bishop of Lincoln and a centre of worship and mission. Sitting on top of the escarpment above the city of Lincoln, it is a powerful symbol of God's presence, and a source of significant local pride. A minimum of three services take place in the Cathedral each day. It is the 'mother church' of Greater Lincolnshire and holds many of the county-wide services of celebration, commemoration, and memorial. These services include the Annual Civic Service and services to mark significant events for the RAF who have a strong presence and history in the county. Lincoln Cathedral is a place of pilgrimage with the Shrine of St. Hugh at its heart. People come here to seek God, to learn more about faith, or to take time out of a busy day for quiet reflection. It is a place of welcome and hospitality where people of any faith or none are encouraged to feel at home. Alongside this, the making and nurturing of Christian disciples is an intentional part of our ministry.

There is a real richness and variety in the way the Cathedral building is used. We welcome thousands of visitors from across the world and provide floor, tower and roof tours throughout the year. Many hundreds of children come to our annual school festivals, and we offer school tours and trails throughout the academic year. Significant musical and dramatic events take place annually.

Lincoln Cathedral is an exceptional building with an international reputation. It continues to inspire and delight people from around the world. We rely on an exceptional team of employees and volunteers to ensure that the full range of its activities is worthy of its mission and its commitment to the community.

### **The Life of the Foundation**

The Cathedral is currently governed by its Constitution and Statutes under the Cathedrals Measure 1999, which next year will be replaced by revised Constitution and Statutes under the Cathedrals Measure 2021. The Cathedral Chapter, chaired by the Dean, is the governing body of the Cathedral. Under the new measure, its

members are charitable trustees. The members of the Chapter include, in addition to the Dean and Residentiary Canons, a Non-Residentiary Canon who is a parish priest, and four Lay Canons with a range of expertise and experience.

Our values are:

- **Inclusive:** We will embrace diversity by welcoming all who visit or work at the Cathedral, regardless of gender, age, race, sexuality, class, ability, culture, or belief.
- **Trustworthy:** We will act with honesty, transparency and integrity in all that we do, acknowledging our strengths and weaknesses, and inspiring others to accomplish more through trust and self-belief.
- **Kind:** we will be kind to one another, treating others as we would like to be treated ourselves, through patience understanding and forgiveness.
- **Collaborative:** We will work together as a team with loyalty and pride, building trust and partnerships that contribute to the common good.
- **Flexible:** We will adapt to change and new ways of working quickly and easily. We will encourage questions and learn from our mistakes and successes.
- **Accountable:** We will take accountability, for all that we do to foster an environment in which we are empowered to make decisions about our work, whilst taking responsibility for delivering results.
- **Pro-active to change:** We will embrace change with open hearts and minds, pioneering new ways of working and creative solutions to problems.

## People

The Cathedral is a living wage employer with some 85 staff and approximately 500 volunteers who support the mission of the Cathedral. The Cathedral is one of eight cathedrals to maintain its own Works Department.

The Chapter Office is led by the Chief Operating Officer and Chapter Clerk, which includes the responsibilities of visitor experience and events, fundraising, facilities management, HR, communications and marketing.

The Music and Vergers' Departments are overseen by the Precentor. The Interim Dean currently oversees the Education Department and is also the Chapter member with responsibility for the Library and Archives. The fabric of the Cathedral and its 80 properties is maintained and cared for by the Works Department, overseen by the Clerk of Works in collaboration with the Chief Operating Officer and two Masters of the Fabric (currently the Interim Dean and a lay member of Chapter).

## Worship

Worship lies at the heart of the Cathedral's life and mission. Morning and Evening Prayer are said or sung daily, and the Eucharist is celebrated at least once a day. The active participation of the Dean and Residentiary Canons in the Cathedral's liturgical life is seen as a priority and is an important sign of the Cathedral's commitment to pray for the Diocese, the wider Church, the local community and the world.

The Cathedral has a lively and committed congregation of Sunday and weekday worshippers. The vocation of a cathedral congregation is a particular one and many members make a significant contribution to the life of the Diocese and that of the Cathedral, including as volunteers. Most of the Cathedral's choral services are live-streamed on YouTube and Facebook. The potential to develop this aspect of the Cathedral's outreach and ministry is recognised.



A large number of groups and organisations such as the County Council and the City's universities and colleges use the Cathedral each year for various ceremonies and events, and it is adept at responding to their various needs. The Canon in Residence and Duty Chaplains ensure that a priest is available throughout the day and the dependability of its liturgical framework means that many who would not describe themselves as members of the Cathedral congregation avail themselves of worship, time for reflection or spiritual advice during the working week.

The regular congregation contains people of different ecclesial backgrounds, who are often joined by significant numbers of visitors from around the world. A Sunday School

meets during the Sunday Sung Eucharist, and there is a themed bimonthly informal evening service, After Hours. The Cathedral is committed to preserving and developing excellence in liturgy and music and, at the same time, drawing more people into its worshipping life by developing new partnerships within the city, county and Diocese, and offering services in a range of different styles.

## Education

The Cathedral has a vibrant education department engaging with a significant number of schools across the region. Staffed by two full-time employees and a large team of volunteers, it offers a wide range of workshops, guided tours and self-led visits, as well as a varied programme of activities during the school holidays. The new Learning Centre and hands-on Discovery Centre enhance the experience of those who visit. The schools' programme for 2023-24 can be found [here](#).



The Wren and Medieval Libraries draw many visitors to Lincoln. The Cathedral is also known for its various collections, including manuscripts, early printed books and modern reference books, as well as church plates and vestments. An online catalogue on the Cathedral website provides details of all of the items held in the Cathedral collections. Each year visiting scholars are welcomed to the Cathedral to consult items as part of their research.

## **ROLE PROFILE**

### **Purpose of the role**

To lead the life and work of Lincoln Cathedral and to share with the Bishop of Lincoln and other senior colleagues in the oversight of the Diocese of Lincoln.

### **Opportunities of the role**

These will include:

- Developing a positive, respectful and effective culture by being a role model of calm resilience, a listening, focused and joyful presence. Growing the confidence of individuals and the teams to be empowered in their roles, so they are willing to embrace change and deal with challenges together.
- Building on existing work and seeking new opportunities for evangelism to promote spiritual and numerical growth rooted in inspiring worship. Encouraging discipleship as well as growing the Cathedral community to be younger and more diverse. Continuing the growth and extending the reach of the excellent work of the Education Department.
- Reflecting on the metaphors of the Cathedral as a beacon and beating heart in the City and Diocese to develop an outward looking, prayerful, and generous strategy of welcome and missional outreach. Integrating the Cathedral, its leadership, work, and mission into all aspects of City and Diocesan life, making sure it is connected and working in partnership in proclaiming the Gospel, engaging with the DBE and Local Mission Partnerships.
- Embodying the vision of the Cathedral and ensuring that its mission and ministry is communicated to all internal and external stakeholders. Encouraging the use of all channels of communication and promotion, including social media, to attract more international awareness and support.
- Ensuring the financial challenges facing the Cathedral are managed and resolved sustainably, leading on fund-raising initiatives and building on the potential of recently completed projects and maximising the Cathedral's assets. Navigating the changes required under the Cathedrals Measure, grasping the opportunities this will bring and continuing to ensure sound transparent governance and accountability are in place.
- Recognising and progressing the work needed to sustain the beauty and potential of the Cathedral's rich heritage and its complex estate, particularly in

meeting and articulating the Cathedral's commitment to the Church of England's Carbon Net Zero target.

### **Main responsibilities of the role**

These main responsibilities are common to all Deans in the Church of England:

- As Dean and senior priest in the Diocese, to share with the Bishop and other senior colleagues in the oversight of the Church's mission, and to be a member of the Bishop's Council, the Bishop's Staff Team and the Diocesan Synod;
- As head of the Cathedral foundation and its principal dignitary after the Bishop, to preside over the Cathedral Chapter, with it to direct the life and work of the Cathedral, and to take emergency decisions on behalf of the Chapter when circumstances require;
- To exercise responsibility for safeguarding of children, young people and vulnerable adults, the pastoral care of survivors of abuse, and the creation of a culture in which all will flourish, and which is coherent with the safeguarding policies of the Church of England;
- To represent the Church in public life across the Diocese, to grow partnerships with faith and secular institutions, and to contribute to their intellectual, social and theological capital;
- To preside over the College of Canons, working with any successor to the Cathedral Council and relevant statutory bodies, and in collaboration with the Chapter to ensure sound governance across the Cathedral;
- To exercise leadership in the Cathedral's liturgy, preaching and pastoral care, to develop healthy team working, and to be personally committed to its pattern of daily worship and prayer;
- To lead the mission and outreach of the Cathedral, including the presentation of its heritage and the interpretation of the Gospel message of which the building speaks, to have oversight of the Cathedral's development and to lead in securing funds for its immediate and long-term future;
- To ensure that the Cathedral's operations are properly managed, including staff, finance, compliance and the care of the fabric;
- To ensure that the constitution and statutes are faithfully observed.

## Person specification

*Applicants may not feel that they fully meet all of the criteria set out below. However, the appointment panel is committed to both discerning and supporting the further development of the right person for this role.*

- **A collegiate, communicative, calmly resilient leader.** Someone with a pastoral heart who relates well to others by actively listening, understanding and encouraging them. A visible, enabling leader who can hold the collective vision and bring a sense of purpose, offering joy and hope for the future whilst dealing with the challenges of the day.
- **An inspiring preacher and prayerful, role model** who is personally enriched by the daily worshipping life of the Cathedral and the richness of its liturgy.
- **A strategic thinker, who is comfortable with complexity.** Capable of balancing priorities and responding in an agile way to changing circumstances.
- **A leader in creative outreach and mission,** who can maintain and potentially diversify the rhythm of worship, turning visitors into pilgrims, and helping people develop as confident disciples. Someone who is dedicated to growing the Cathedral into a younger, more diverse and inclusive church.
- **Able to reach across barriers and gather people to a cause.** Confident in the public square and engaging with those from all walks of life. Open to, and generous in, the Diocese and in community collaboration, committed to developing partnerships for their own sake and the good that they can do.
- **Able to demonstrate commitment to supporting the ministry of the Bishop.** Understanding the centrality of cathedral engagement with the diocesan plan, Time To Change Together, as a Type One church for the diocese.
- **Financially aware, experienced in fund raising and income generation and who understands the need for good governance.** Aware of the strategic and financial importance of commercial activity and the management and potential of the Cathedral's estate. An ability to enable and sustain long term projects. Recognising the importance of the balance between the spiritual and missional with the commercial imperatives of the Cathedral.

## LOCAL INFORMATION

This briefing pack is produced by the appointment panel to provide further information about the key themes, opportunities and challenges which the panel have identified for the ministry of the next Dean.

### Useful resources

The following websites may be of interest to people exploring a call to this role:

- [Lincoln Cathedral](#)
- [Lincoln Cathedral Annual Report and Accounts](#)
- [Diocese of Lincoln](#)
- [City of Lincoln Council](#)
- [Lincoln Cathedral Choir](#)
- [The Friends of Lincoln Cathedral](#)
- [Visit Lincoln](#)
- [University of Lincoln](#)

## ADDITIONAL DETAILS

### Stipend

The stipend from 1 April 2023 for Deans is £39,953 per annum. The role will be offered under Common Tenure.

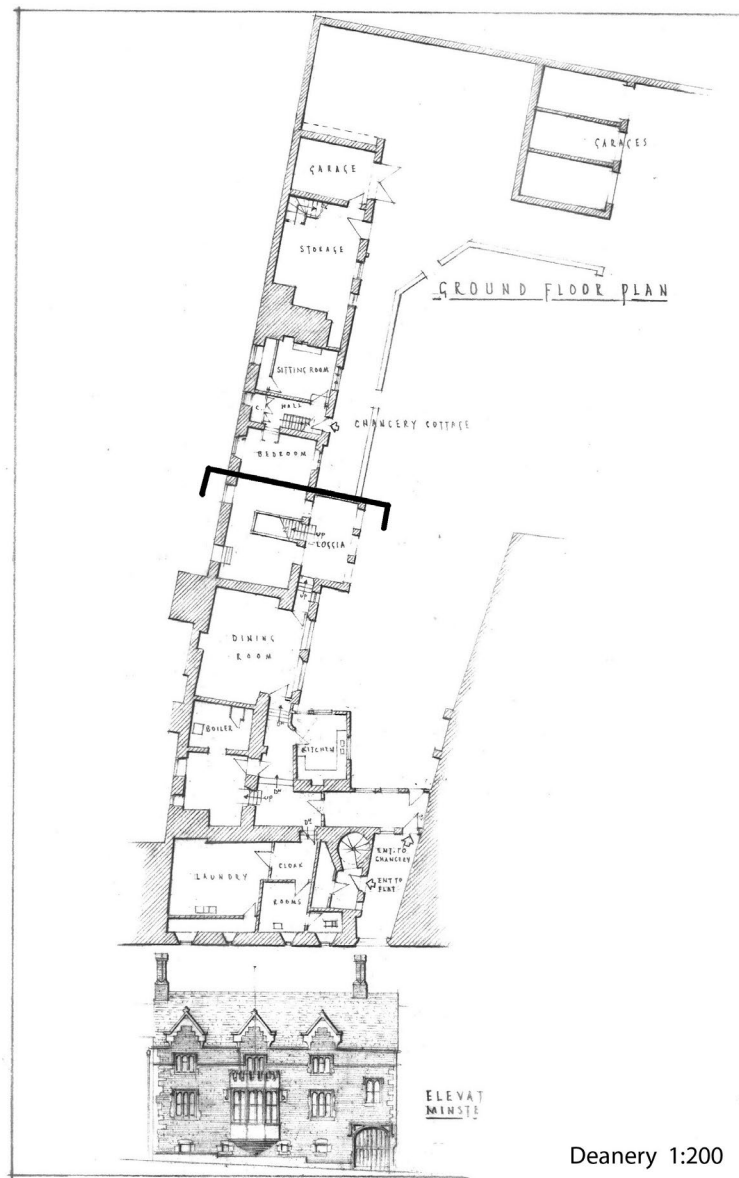
### Lodgings

The Deanery is located on Minster Yard at the East End of the Cathedral. Built in the 13th Century, it was once home to Katherine Swynford, third wife of John of Gaunt. Formally the Chancery has been home to the Dean for the last 15 years. Set over three levels, it contains adequate space for entertaining including hosting drinks receptions and dinners as well as a large study and office. The Deanery contains the Katherine Swynford Chapel which can be seen in the attached pictures. The Floor Plans are attached for reference.

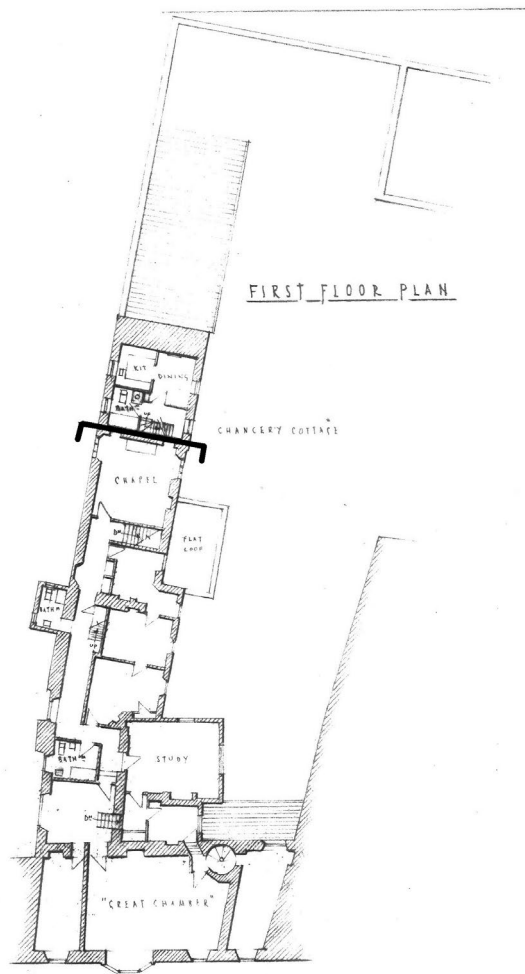








Deanery 1:200



Deanery 1:200



## Eligibility & pre-employment enquiries

To be appointed as Dean you need to have been ordained for at least six years. Applicants should have the right to live and work in the United Kingdom. The appointed candidate will need to satisfactorily complete an Enhanced DBS check and pre-appointment occupational health clearance.

## Safeguarding

Experience of your competence in managing safeguarding forms a key part of the discernment process, as well as enquiries to reassure the appointing panel that you are not a safeguarding risk.

Shortlisted candidates will be asked to complete a confidential declaration and your Bishop will provide a Clergy Current Status Letter (CCSL), prior to interview, having examined your blue file. We will also ask your referees to comment on your approach to managing safeguarding.

In the event of safeguarding concerns being raised, the Archbishops' Secretary for Appointments will liaise with your Bishop, the Chair of the panel and the National Safeguarding Team (NST) for advice and direction on how to proceed. If any issues raised cannot be resolved within the timescales for the appointment process, you may be asked to withdraw.

## The Appointment Process

The Dean of Lincoln is a Crown Appointment. Ms Ruth Brewin has been invited by the Archbishop of Canterbury to chair the panel which has the responsibility to nominate the next Dean of Lincoln. The other members of the selection panel are:

### Voting members

The Rt Revd Stephen Conway  
The Very Revd Chris Dalliston  
Revd Canon Jeffrey Heskins  
Mr Mark Suthern  
Professor Muriel Robinson

Bishop of Lincoln  
Cathedral Representative  
College of Canons Representative  
Chapter Representative  
Bishop's Council Representative

### Non-voting members

Mrs Helen Dimmock, MBE  
Mr David Wicksteed

Crown Ecclesiastical Secretary  
Appointments and Vocations Adviser

## Induction and Development

A transition coach will be available to support the next Dean as s/he takes up this new ministry. The new Dean will also be invited to attend safeguarding training alongside a series of other induction meetings to help them flourish in their new role.

## Next steps

This briefing pack has been prepared by the appointment panel to help you discern whether you are being called by God to be the next Dean of Lincoln. If you have been stirred by what you have read and would like to discuss the role further, you can arrange an informal conversation with David Wicksteed, Appointments and Vocations Adviser, via [david.wicksteed@churchofengland.org](mailto:david.wicksteed@churchofengland.org)

To apply, please complete the online application form via Pathways. You are advised to read the guidance notes before starting your application. The closing date for applications is **Thursday 30<sup>th</sup> November 2023**. Please be aware that the online application system will close at midnight on this day.

The interviews will take place on **Thursday 8<sup>th</sup> and Friday 9<sup>th</sup> February** in Lincoln. Please keep both days clear in your diary.

As part of the interview process, we make use of psychometric profiling to support appointment and discernment work. Candidates will be invited to complete psychometric questionnaires and discuss the themes from these with an external consultant. If shortlisted, you will need to be available to speak with the consultant.

The installation of a new Dean of Lincoln will take place in summer 2024 on either **Saturday 15<sup>th</sup> June or Saturday 21<sup>st</sup> September**.

If you have any questions about the application process, please contact:

Liz Dore, Recruitment Manager:

Telephone: 020 7898 1768

E-mail [aaav.office@churchofengland.org](mailto:aaav.office@churchofengland.org)