

## Staffing

### Bishop's Staff and roles of senior clergy



**The Rt Revd Karen Gorham**  
**Bishop of Sherborne since February 2016.**

I oversee the work of the Diocese across Dorset on a day-to-day basis as part of the Sherborne Team with the Archdeacons of Dorset and Sherborne. As the only ecumenical leader resident in the county, I also often occupy that space in relation to civic and county functions. I am patron of several Dorset charities and organisations, involved in various external groups and am deeply committed to building bridges between community life and church in a county which has a strong brand. Within the Diocese I have responsibility for Chaplaincy and Lay Ministry (also Warden of LLMs). I currently Chair the Communications Group, Aldhelm Mission Fund, the DSAT Members meetings, and the Rural Hope

Steering Group.

Nationally I am a participant observer in the House of Bishops, member of the House of Bishop's Delegation Committee and co-ordinate, with a small group, the Leading Women course.



**The Rt Revd Dr Andrew Rumsey**  
**Bishop of Ramsbury since January 2019.**

I oversee the life and work of our churches in Wiltshire (and a small part of Hampshire) along with the Archdeacons of Sarum and Wilts. Among other responsibilities in the Diocese of Salisbury, I am Chair of the Mission and Ministry Council, and with this brief am developing a Mission & Pastoral Plan for the Diocese, to set some strategic aims for resourcing local ministry over the coming five years. I am also Sponsoring Bishop during the Vacancy, which means overseeing the selection, training, and placement of those being prepared for ordained ministry. Writing and public speaking are central to my ministry and I have a particular interest

in the future of the Anglican parish church and its relationship to place, landscape, and neighbourhood.



**Canon Joy Tubbs**  
**Diocesan Director of Education since 2014.**

At heart, a teacher with a career in education: RE teacher, school leader and national leadership with the Department for Education and now serving school leaders and 43,000 children of the Diocese of Salisbury. I hold accountability for the protection and progression of the deeply Christian character of the 194 church schools: ranging from trusteeship of land and buildings, governance, and supporting the shape of the multi-academy trust landscape to the flourishing of the school and parish family.

I am honoured to be a Lay Canon of the Cathedral and member of Bishop's Staff.

It is a privilege to lead the Board of Education staff team as we learn with and from each other every day. Together we ensure the DBE supports the spiritual leadership of school leaders, the ministry of foundation governance and the spiritual development of children and young people. The Board of Education's vision is to 'live out God's transforming presence' and it is the foundation of my role to do all possible for God to be at the centre of our work.



**The Very Revd Nicholas Papadopoulos**  
**Dean of Salisbury since 2018.**

I was installed as the 81<sup>st</sup> Dean of Salisbury in September 2018 and was delighted to return to the Diocese – I served here as Chaplain to Bishop David Stancliffe between 2002 and 2007 – after stints as an incumbent in central London and as a residentiary canon and IME2 Director in Canterbury.

I chair the Chapter of Salisbury and have ultimate responsibility for the Cathedral's strategic direction and ethos. We particularly enjoy hosting great Diocesan occasions, and hope that our colleagues in ministry feel at home in their Cathedral whenever they visit. I am a member of the Bishop's Staff, the Bishop's Council, and the Diocesan Synod.

I worked as a barrister specialising in criminal law before my ordination: my wife is a Circuit Judge and keeps me in touch with that world. I enjoy reading novels, history, and poetry, going for walks, listening to music, cookery – and I am learning how to grow vegetables.



**The Ven Penny Sayer**  
**Archdeacon of Sherborne since November 2018.**

The Sherborne Archdeaconry comprises c185 churches in the west of Dorset. Besides many rural parishes there are several (former) market towns, Dorchester, which is home to Dorset Council offices and the district hospital and the conurbation of Weymouth and Portland with its extremes of wealth and poverty.

Besides the duties of an archdeacon, I chair the Social Justice Group, Clergy Wellbeing Group and the Net Zero Task Force and am a member of the Mission and Ministry Council, Dorset MOG, Audit and Risk Group, support group for the Chaplain to Gypsies and Travellers, and the Eco-

group. I am an Unconscious Bias Trainer, trained to both deliver and teach in the first national cohort under CMEAC.

I have a passion for issues of social justice and an open catholic spirituality.



**The Ven Dr Sue Groom**  
**Archdeacon of Wilts since February 2016.**

Previously DDO in Diocese of St Albans, a parish priest, and a theological educator, ordained in London Diocese 1996.

Academic interests include biblical interpretation, biblical Hebrew, practical theology, and Canon Law.

Current responsibilities in Salisbury Diocese: portfolio for safeguarding; member of Chapter of the Cathedral; trustee of Sarum College; BAP advisor.

I love swimming: over the last few years I have set myself the challenge of a sponsored swim for Aspire to raise funds for people with spinal injuries. This has gained me the nickname 'Aquadeacon.' My 2021 challenge is to swim the Solent to raise £1,000.



**The Ven Alan Jeans**

**Archdeacon of Sarum, appointed 4th January 2003.**

Responsible for the Sarum archdeaconry, I have spent my whole ministry in the Diocese of Salisbury and thus have a role in holding the corporate memory.

My principal responsibilities are as a Proctor for General Synod, as Bishop's Advisor for the Armed Forces, Chair of the Latvian Link Group and as Advocate for Living in Love and Faith

As a former DDO and Diocesan Missioner, I have a passion for Christian ministry and mission, especially for New Worshipping Communities. Also, for chaplaincy, in my role as Senior Chaplain for the Wiltshire Army Cadet

Force. I am currently researching a PhD on Army Chaplaincy in Northern Ireland during the period 1969 – 2007 – and, in my spare time, a Motor Racing Marshall.



**The Ven Antony MacRow-Wood**

**Archdeacon of Dorset, appointed June 2015.**

Previously a parish priest for 19 years in the Diocese. A credit union activist and President of the Churches' Mutual Credit Union. As well as looking after four deaneries in the eastern half of Dorset, which includes part of the Bournemouth/ Poole conurbation, I Chair the Board of Education and am Vice-Chair of the Board of Finance. A chartered accountant in my previous career I tend to earth the staff team with financial reality. I enjoy golf, politics and economics and camping.



**The Very Revd Tim Barker**

**Dean of Guernsey since November 2015.**

As Dean, I am the Bishop's Commissary in the Bailiwick of Guernsey. I have no responsibilities in the mainland part of the diocese (apart from membership of the Synod, Bishop's Council and the Bishop's senior staff team), but plenty in the Bailiwick, where I lead the Church in its public life and mission in Alderney, Guernsey and Sark. Other responsibilities include the Ecclesiastical Court (which runs the Guernsey Probate Registry), chairing the directors (governors) of Elizabeth College and serving as a director of the Guernsey Social Investment Fund.

I have served on General Synod (on and off) since 2000. I am a member of the Church Commissioners' Bishops and Cathedrals Committee.

Prior to my current post I was Archdeacon of Lincoln, between 2009 and 2015. Particular (ecclesiastical) interests include liturgy (I have been a trustee of the Alcuin Club since the 1980s), ecclesiastical law and church buildings.



**The Very Revd Mike Keirle**  
**Dean of Jersey since 7th September 2017.**

The Dean is equivalent to an Archdeacon and is the Bishop's Commissary in the Island. I sit in the States of Jersey, the Island's legislature and have a significant role in the civic and public life of the Island's community and I represent the Church of England to the media. As Commissary, I am responsible for the pastoral care and welfare of Clergy and their families and for facilitating and leading in mission.

In relation to the Diocese, one of my key roles is interpreter from Island to Diocese and Bishop, and vice versa. Island culture is very different. We are a distinctive community, and this needs a nuanced approach. I have served in the Islands for over 18 years.

I sit on Bishop's Staff, Bishop's Council, ex-officio on Diocesan Synod and will, from November 2021, be the Channel Islands' Senior Clergy rep on General Synod.

I have served overseas in Zimbabwe and have a real heart for Africa, and I am currently a Trustee of a community transformation programme in western Kenya.

I am a bit of an all-rounder and bring enthusiasm for new models of mission and I hope that will act as a counterbalance to much of the anxiety that we currently see in our church structures at almost every level.



**David Pain**  
**Diocesan Secretary and CEO of the Diocesan Board of Finance since January 2019.**

I work with the Bishop in Synod to lead the operations and governance of the Diocese. I am responsible to the trustees for the strategy, culture, and operations of the DBF. I lead the 'Church House' staff team with the three directors and directly with the safeguarding team. We work in close collaboration with the Board of Education. Building relationships with the national church institutions and representing the South West region in the

national Diocesan Secretaries Liaison Group enables wider collaboration and cooperation. We are seeking greater collaboration within the region as no diocese has the resources to 'go it alone'.

Outside the Diocese I serve on the national church body responsible for Net Zero and I am Chair of the Board of Traidcraft Exchange.

My first post in the Church of England was as Mission Officer in the Diocese of Worcester. I spent 20 years working for Christian Aid including as Head of the Africa programme and latterly as Director responsible for church relationships, campaigns, communications, and fundraising. My father was a priest in the Diocese of Salisbury for 30 years.



### **The South Canony**

The South Canony team is compact. In the office are Mel Davies (the Bishop's PA), Sally Ruffer (Secretary to the Bishop), Vicky Olney who comes to clean the offices and ground floor 'public rooms' once a week and Tony Monds (Bishop's Chaplain). Vicky has also cleaned the Bishop's flat by a separate private arrangement. In the garden is Nick Lewis who works as a contractor for 16

hours per week on average depending on the season and weather.

Mel is responsible for the Bishop's diary, emails, and correspondence along with the facilities of the See House and Bishopric finance. Mel is the convener of the Diocesan PA diary meetings and is a pivotal point of contact for the Bishop's Communications Adviser and national working groups.

Sally is responsible for many aspects of work relating to clergy, including the clergy review scheme, clergy blue files, diocesan cycle of prayer and diocesan confirmations. She is involved in many aspects of ordinations, appointments, events, and assisting with the update and transfer of data between new and developing databases, both locally and nationally.

The Bishop's Office administers the paperwork for licensings and PtOs in the Channel Islands.

Tony's role is to facilitate the ministry of the Bishop. He acts as the Bishop's liturgical chaplain, is secretary to, and a channel of communication for, the Bishop's Staff, represents the Bishop on, and clerks, all safeguarding Core Groups, and assists the Bishop in the support of the clergy. He is nominally responsible for the smooth running of the office, but little input is required because the team is happy, well-motivated and mutually supportive. Our philosophy is to be as responsive and helpful as possible to all who are in touch with us, both internal colleagues and external contacts.



Mel



Sally



Tony

### **Diocesan Team**



#### **Church House**

The key purpose of those working within Church House is to serve the mission and ministry of the Diocese both at parochial level and centrally by providing high quality, efficient and cost-effective services to parishes and local communities within our Diocese.

The 'Church House' team staff comprises four teams: Mission, Ministry and Communications; Finance and Asset

Management (property, investments and glebe); Parish Support Administration and Governance (including church buildings, human resources and IT); and the Safeguarding team. We work in close collaboration with the offices for the Ramsbury and Sherborne Areas and the South Canony office.

The Church House teams were established in March 2020 following extensive reviews of work areas and priorities. Roles within each team were reviewed in autumn 2020, job descriptions were updated and change with a target of overall reduction of 10% in staff costs. Investment in IT systems is enabling the creation of new ways of working and the successful delivery of services. We are currently reviewing our future approach to communications and what the future need will be for office and meeting spaces.

We recognise that our context for mission and ministry is changing fast and the needs of the local church are changing continually. We seek to be adaptive and responsive to a changing context, working with increasing transparency and accountability. Close collaboration with the separately incorporated Diocesan Board of Education and other local partners such as Sarum College is central to our approach. Increasingly we are establishing joint posts, programmes, and shared resourcing with neighbouring dioceses.

### **The Salisbury Diocesan Board of Education**



Based at The DEC (Diocesan Education Centre) in Wilton, the SDBE was formed in 1830, with many schools pre-dating its formation; the gift of education by local people, motivated by faith, to support children and young people, creating the foundations of education in this country. Today that amazing legacy is cherished – the Bishop of Salisbury as President of the Incorporated DBE steps into history. History, however precious, is not reason enough; we are working with determination and deep intention, to support the spiritual development of children and young people

in church schools and their parishes. A DBE team of Trustees, 17 staff, 194 Church schools, 20 multi academy trusts and 42,000 children. A DBE in deep relational partnership with those we serve, valuing God's children, those of faith and those of none.

We honour our heritage, claiming our role as apostolic leaders in being innovators in the shaping the future of education across our Diocese and region. In the last 6 years we have moved from a place of weakness to a place of outstanding and confident leadership, fulfilling national roles.

In our [SDBE Strategic Plan 2018 - 2023](#) we say we aim to support the creation of 'confident, effective church schools and academies that are deeply Christian, belonging at the heart of the church and community – serving society's common good'. Schools where God's unqualified love is put into action practically in all facets of a school's life. Schools and parishes where each individual is valued for the unique person they are, whatever gender, heritage, faith or culture. Schools and parishes where children can explore what it means to fully flourish as a human being – academically, physically, spiritually – and to know this provision is given because Christian's believe that God loves them, and desires to see His world flourish.

The DBE vision, shaped by our Trustees, staff team, schools, parishes, and children is to 'Live out God's Transforming Presence'. Inspired by God's words to Moses, we live out His presence in showing His Goodness, His Compassion and His Mercy. Whether it is in the middle of the most complex school improvement challenges; in being an advocate for Headteachers with the DfE; in disrupting the status quo and radically shaping the multi-academy trust landscape; in proclaiming Foundation Governance as ministry within our Diocese; in believing the DBE has a place in shaping the culture of the church; in developing community hubs which bring together the church and community leaders in market towns to respond to the voice of children; in placing children and

young people as leaders of today in our Diocese, not just of tomorrow – these characteristics of God’s presence are at our heart.

Over the last several years the staff team has become a worshipping community. Seeking to understand how we can discern God’s will for our work we have learned to place prayer and reflection at centre – the engine for our work. In turn we cherish our role in supporting the spiritual leadership of school leaders and the spiritual development of children, both in the school context and vitally in the local church.



Where is the heart of the Diocese and what is our place within this heart? We believe the heart of the Diocese is its people – all generations and thus the communities which they create, including the school communities. We are excited for the next steps in our journey together, believing we are curators of the Kingdom of God and that children and young people are utterly central to the realisation of that Kingdom on earth today.