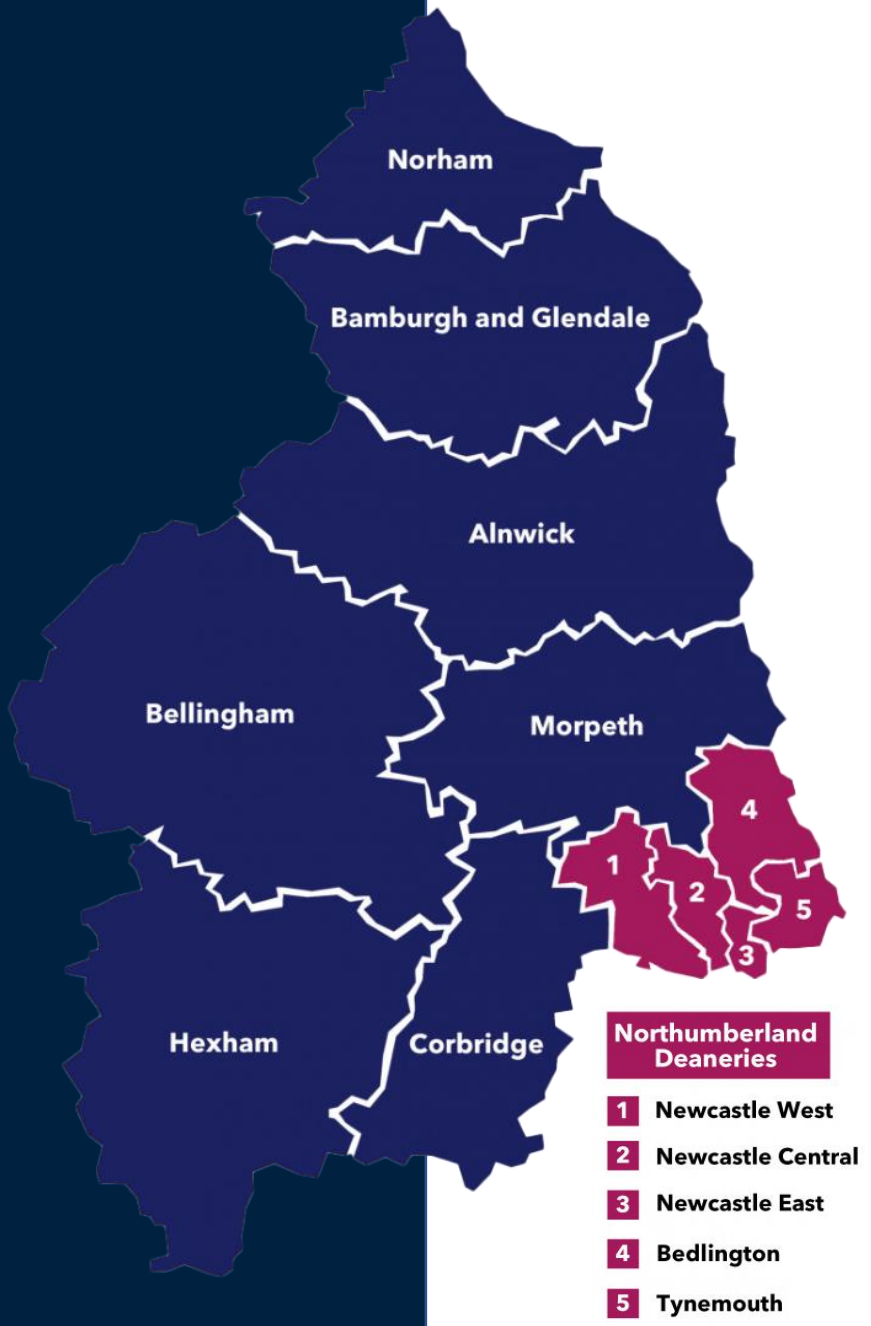


Developing a Deanery Plan





Out of the consultation process with parishes, Next Steps discerned that we believe God is now challenging us to be a church that is:

- ✓ looking outwards to God’s mission in the world
- ✓ developing flourishing leaders in every context who are
- ✓ creating new Christian communities
- ✓ making disciples who build up the church which is
- ✓ always growing younger

Why?

Past initiatives we are learning from

Building on previous planning through deanery development groups

Mixed ecology of church (existing church & new faith communities co-existing)

Local Ministry Development

Setting God's People Free

Everyday faith

Why?

Current context we are responding to

Budget sustainability

Next Steps & National Church decision not to support Transformation Bid

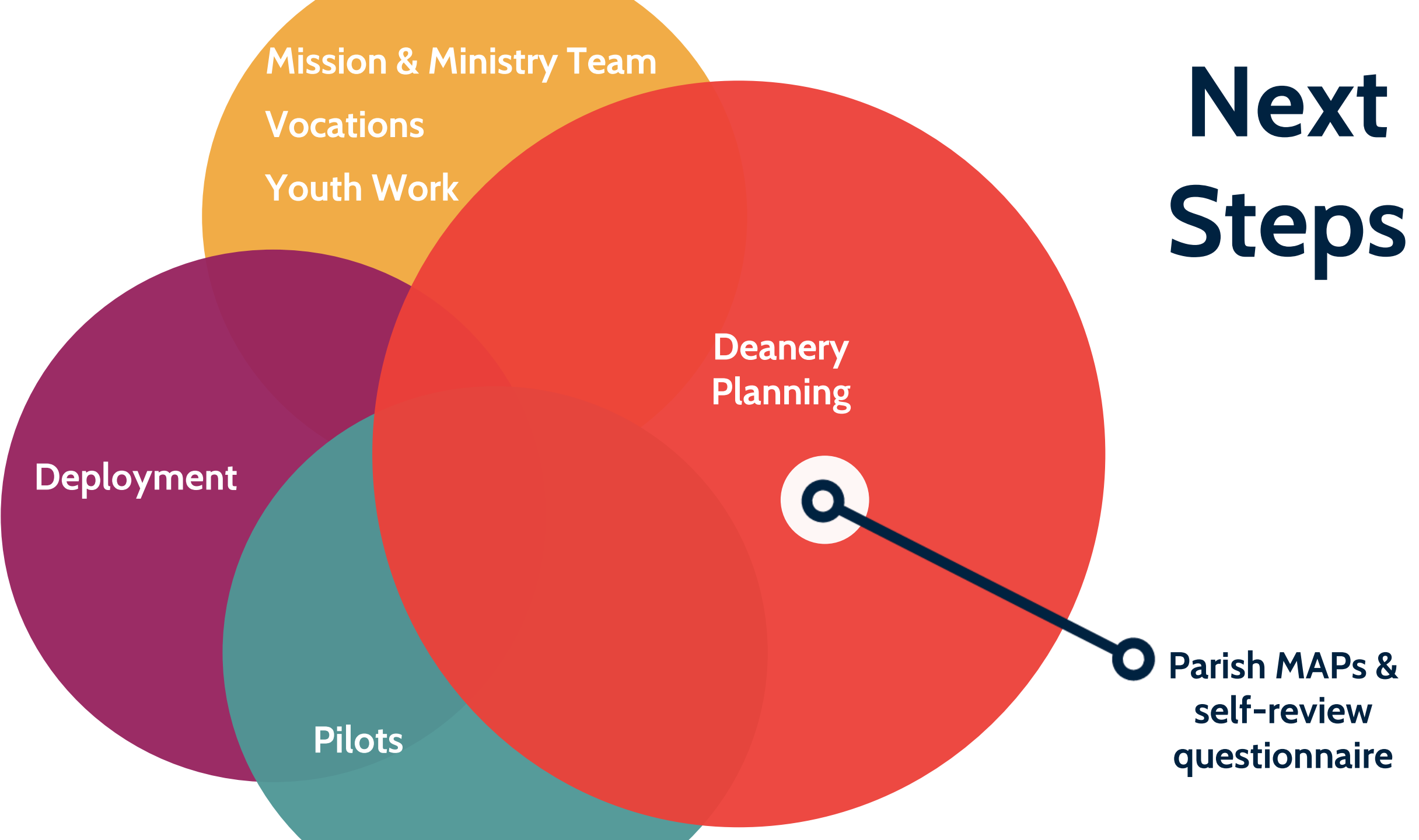
Mindful of the cost of living crisis

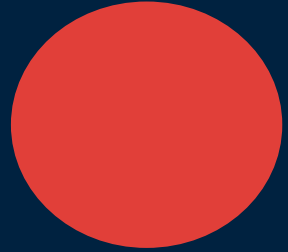
Building on post Covid context

Impact of the war in Ukraine

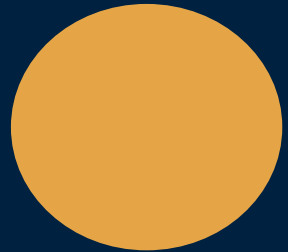
Responding to the climate emergency

Next Steps

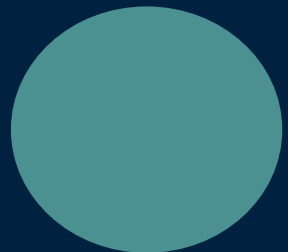




An important element of the Deanery Plan is how best to deploy stipendiary ministry resource; ie the paid clergy.



How and where we do this is dependent on diocesan resources, which are in turn dependent on Parish Share receipts.



Self Supporting clergy, Readers & Licensed Lay Ministers are an essential part of the mix.

Timeline: 3 years

Deployment now...



● 76fte in post

● 15fte in vacancy

How do we...

- value parish ministry
- live out our missional vision as disciples
- promote generosity and mutual support
- encourage partnership
- wider ownership of deployment decisions
- further develop our leaders

...and in the future



● Minimum 80fte




QUESTIONS

What do you hope for from this process?



A diocese living out its primary identity as the missionary people of God: a growing church, bringing hope



Open to God's
Transforming
Love



Generous
with God's
Transforming Gifts



Engaged in God's
Transforming
Work in the World

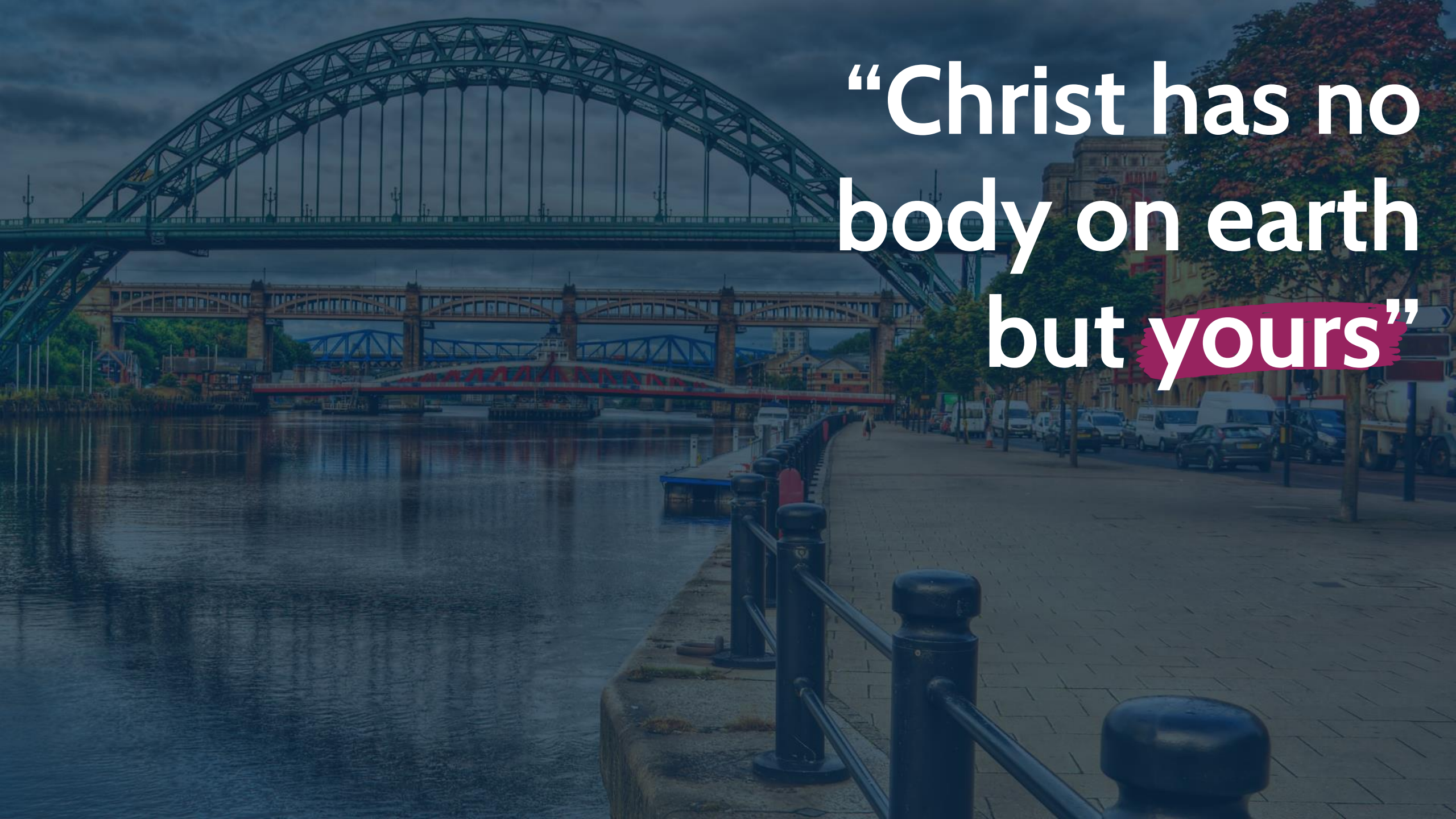


Who are we as church?

“Just as a body, though one, has many parts,
but all its many parts form one body,
so it is with Christ...

Now you are the body of Christ,
and each one of you is a part of it.”

1 Corinthians 12:12&27



“Christ has no
body on earth
but yours”

The Deanery Planning process
is for the flourishing of the
body of each church to serve
our parishes, communities
and our world.





QUESTIONS

How might we see parishes engaging with the deanery planning process in a way that plans for growth?

What might be the key challenges?

Self-Review Questionnaire



**Leadership &
Governance**



**Mission &
Pastoral Care**



**Development
of Lay Ministry**



**Buildings Fit
for Purpose**



**Generous
Giving**

* Data from the parish self-review informs this

Leadership & Governance

Leadership on stewardship & generous giving

Strength of local, lay and ordained ministry?

Leadership development requirements for culture change?

Ease of appointments

Operational support to release capacity

Financially sustainable ministry costs

Which Next Steps interventions?

Shared vision & direction

Safeguarding

How do we develop and release our leadership for mission?

Minimum number and variety of ordained roles in a chapter cohort?

Mission & Pastoral Care

Potential for mission,
considering geography,
population etc

Baptism / wedding /
funeral follow-up

Outreach / community
activities e.g. foodbank,
debt, children/youth,
Anna Chaplaincy

Digital / social
media

Deanery budget
for local
initiatives?

Discipleship –
growing people's
Everyday Faith;

Resourcing in
accordance with the 5
marks of mission

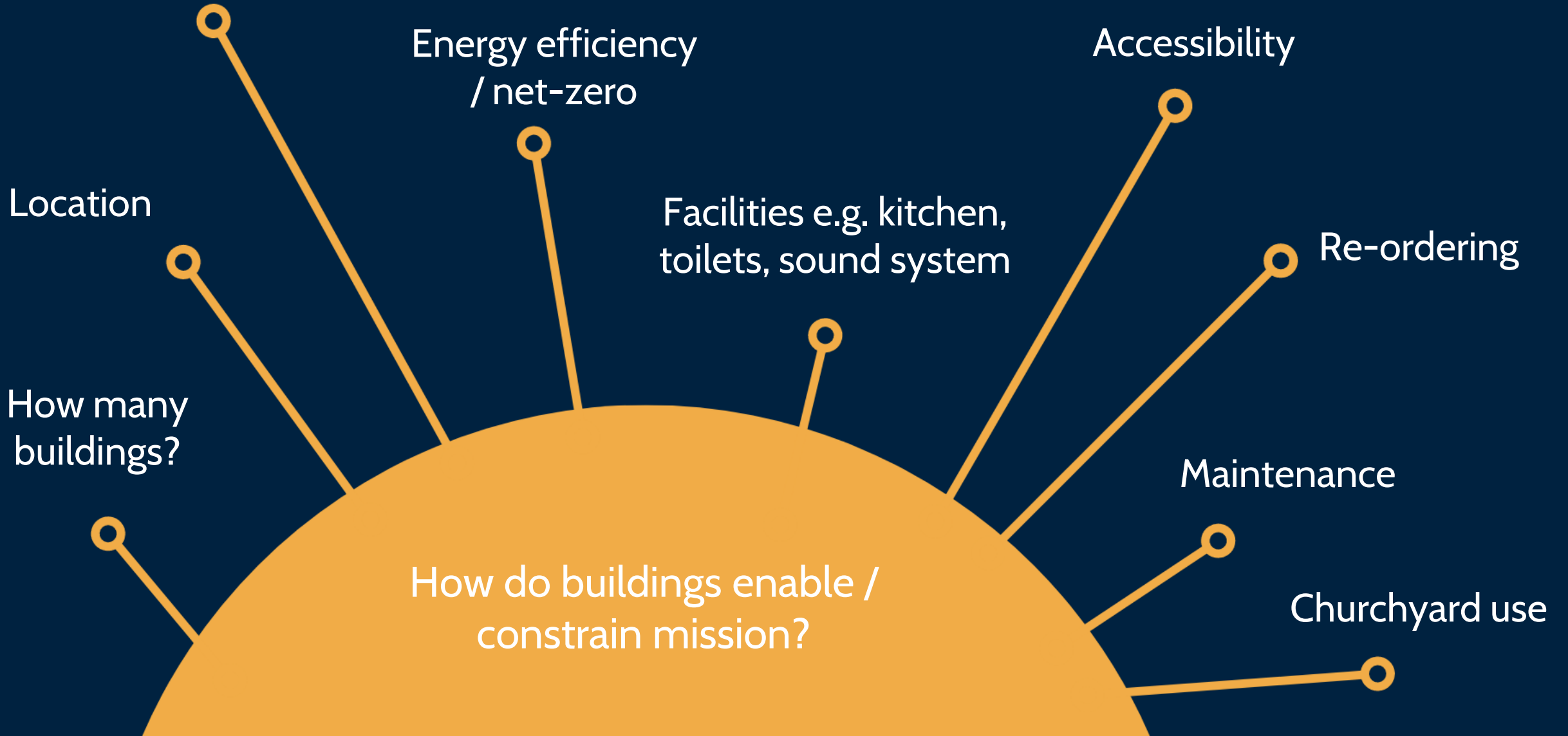
What are the key
opportunities for mission in
the deanery?

Support for enquirers
/ new to faith

Schools

Fit for purpose
including QI works

Buildings Fit for Purpose



Development of Lay Ministry

Opportunities to
volunteer

Resources e.g.
Everyday Faith

How is
discipleship
nurtured?

This Time
Tomorrow

Joint clergy / lay
ministry team

Testimonials

Encouragement
of vocation

How do we develop
lay ministry to provide greater reach,
innovation and new missional
partnerships in collaboration with
ordained ministers?



Generous Giving

Fundraising opportunities

Giving to your local community

Variety of ways to give

Legacy policy

Thanking

Preaching / teaching on giving & generosity

How does our generosity resource God's mission in our churches and our lives?

Giving thanks for God's gift of creation

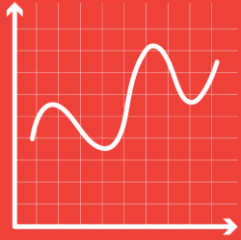
Process

Deanery & Parish Toolkit



How?

Toolkit to include:



Data
sources



Prayer &
study
resources



A deanery
specific
'briefing'



Deanery
Plan
template



Deanery
Development
Handbook

Data we have...

population

schools

size of congregation

income & giving

parish share offered/given

number of posts

IMD & LICF

additional ministry

square mileage

cost of stipendiary ministry

average attendance

parish self review data

Data we'd like...

(To help inform and support decisions)

lay capacity

Everyday Faith

service pattern

buildings fit for purpose

public facing & civic roles

open churchyards

pastoral offices

heritage & pilgrimage

community projects

foodbanks

street pastors

presence & engagement

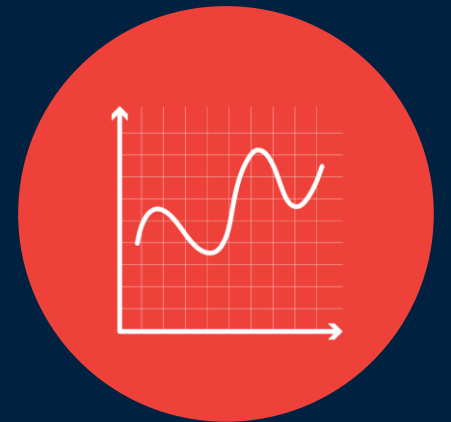
and ...

Missional Energy



Data Sources

- Explains what needs to be done and what support is available
- Provides data for each parish within the deanery:
 - Census
 - Deprivation
 - Mission
 - Finance
 - Ministry
 - Schools
 - Buildings
- Contains data comparisons with other deaneries
- Includes pointers of how to use the data
- Includes observations of what the data is telling us about the diocese



Prayer & Study Resources

- Small group study resources
- Encouragement to use/create a cycle of prayer
- Deanery study & learning opportunities
- Prayer walks
- Meeting resources



A Deanery Specific Briefing

Includes:

- some context specific observations
- suggestions on where each deanery may want to focus attention

which may be helpful in framing the opportunities and challenges for each deanery and help understand how best to respond.



Deanery Plan Template

- Provides a template and guidance for the deanery plan including:
 - Vision
 - Values
 - Priorities
 - Deployment plan



Deanery Development Handbook

- A framework for deanery development
- Includes role descriptions
- Describes how the planning process works
- Explains how to work with parishes, wider diocese, the deanery, the Bishop & staff



How?

Through on-going prayer and conversations with DDG, Mission & Ministry Team and Bishop's Staff Team



GOVERNANCE

To develop & implement the plan





QUESTIONS

What support would you like through this process?

How do you see parishes engaging with the deanery planning process?

Key Dates

Deanery Planning Process



Saturday 15 October 2022

Launch of Deanery Planning
Process with toolkit



Saturday 4 February 2023

Mid-point check in



June / July 2023

Submit initial Deanery Plan

**A diocese living out its primary identity
as the missionary people of God:
a growing church, bringing hope**

