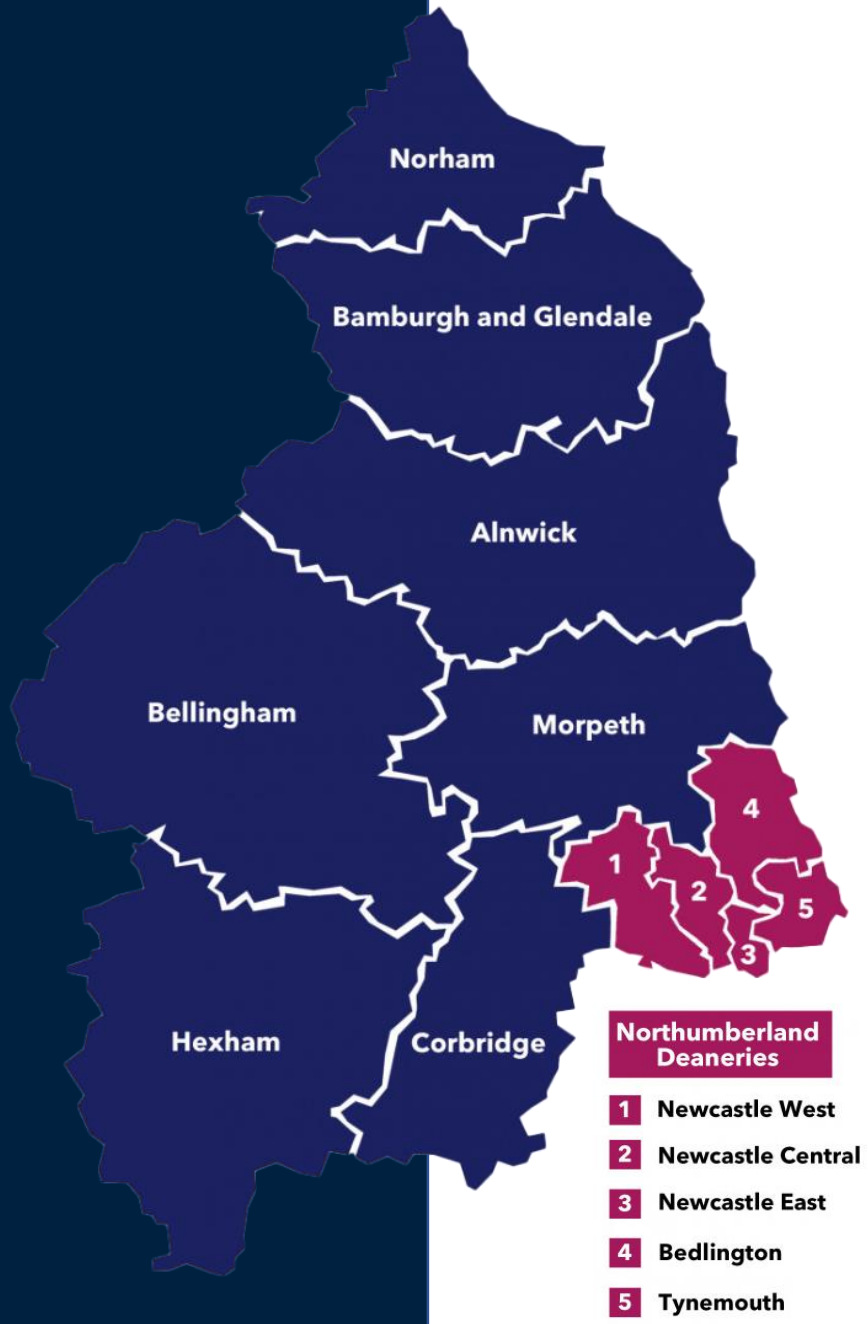
Developing a Deanery Plan



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

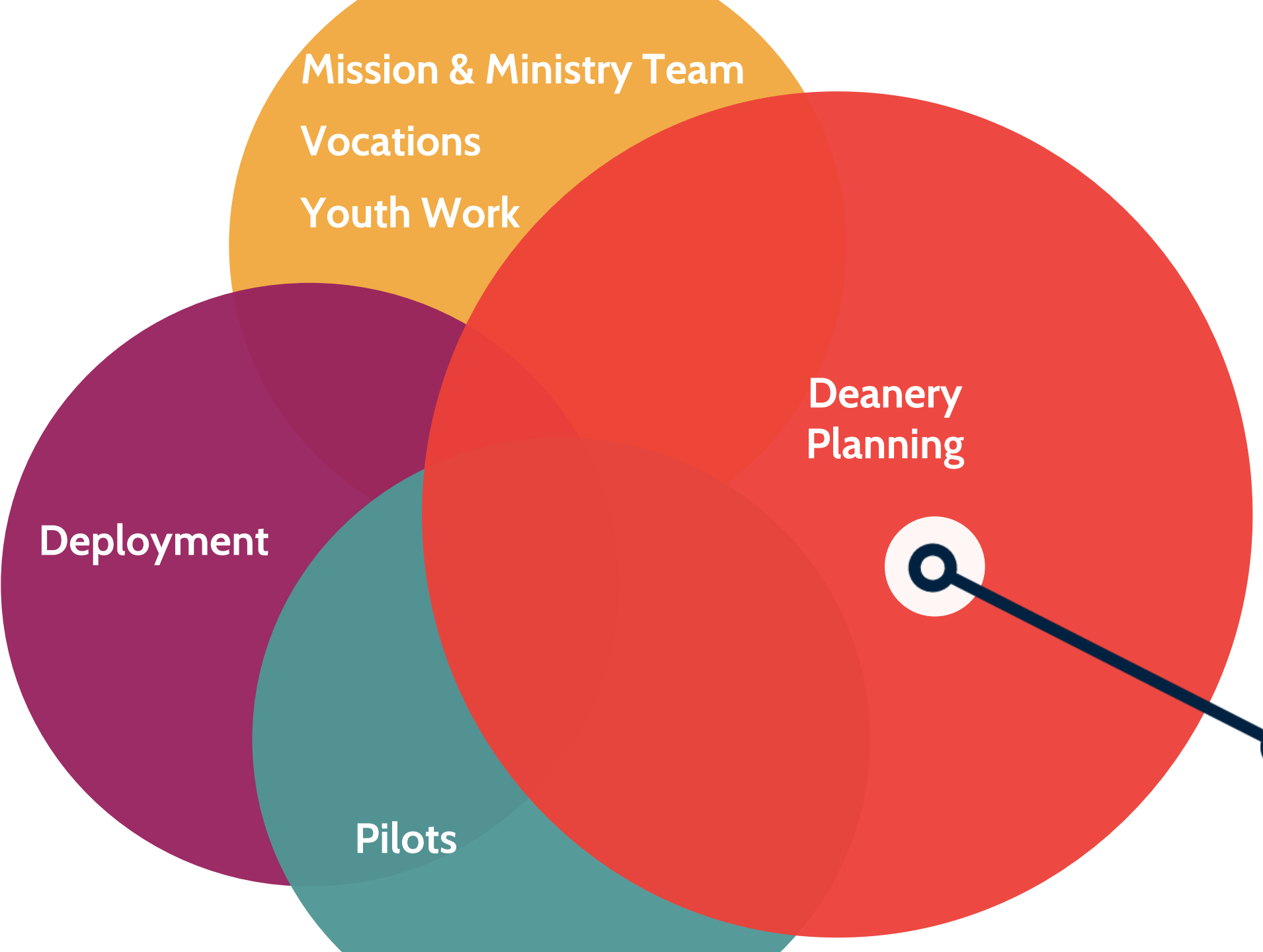
- Mixed ecology of church (existing church & new faith communities co-existing)
- Local Ministry Development
- Setting God's People Free
- Everyday faith

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


Mission & Ministry Team
Vocations
Youth Work
Deanery Planning
Deployment
Pilots
Parish MAPs & self-review questionnaire

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

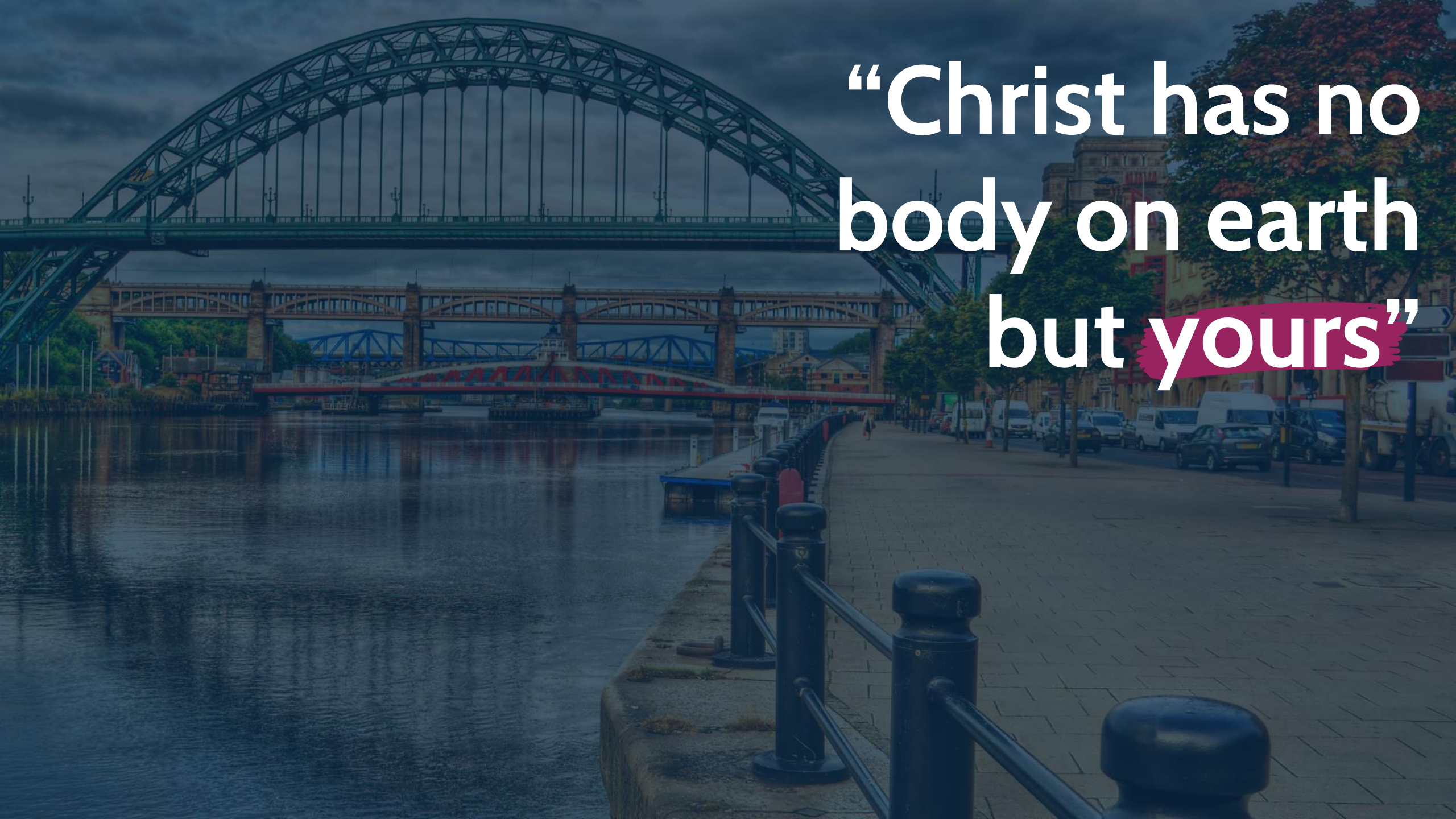
Generous with God's Transforming Gifts

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

1 Leadership & Governance

2 Mission & Pastoral Care

3 Development of Lay Ministry

4 Buildings Fit for Purpose

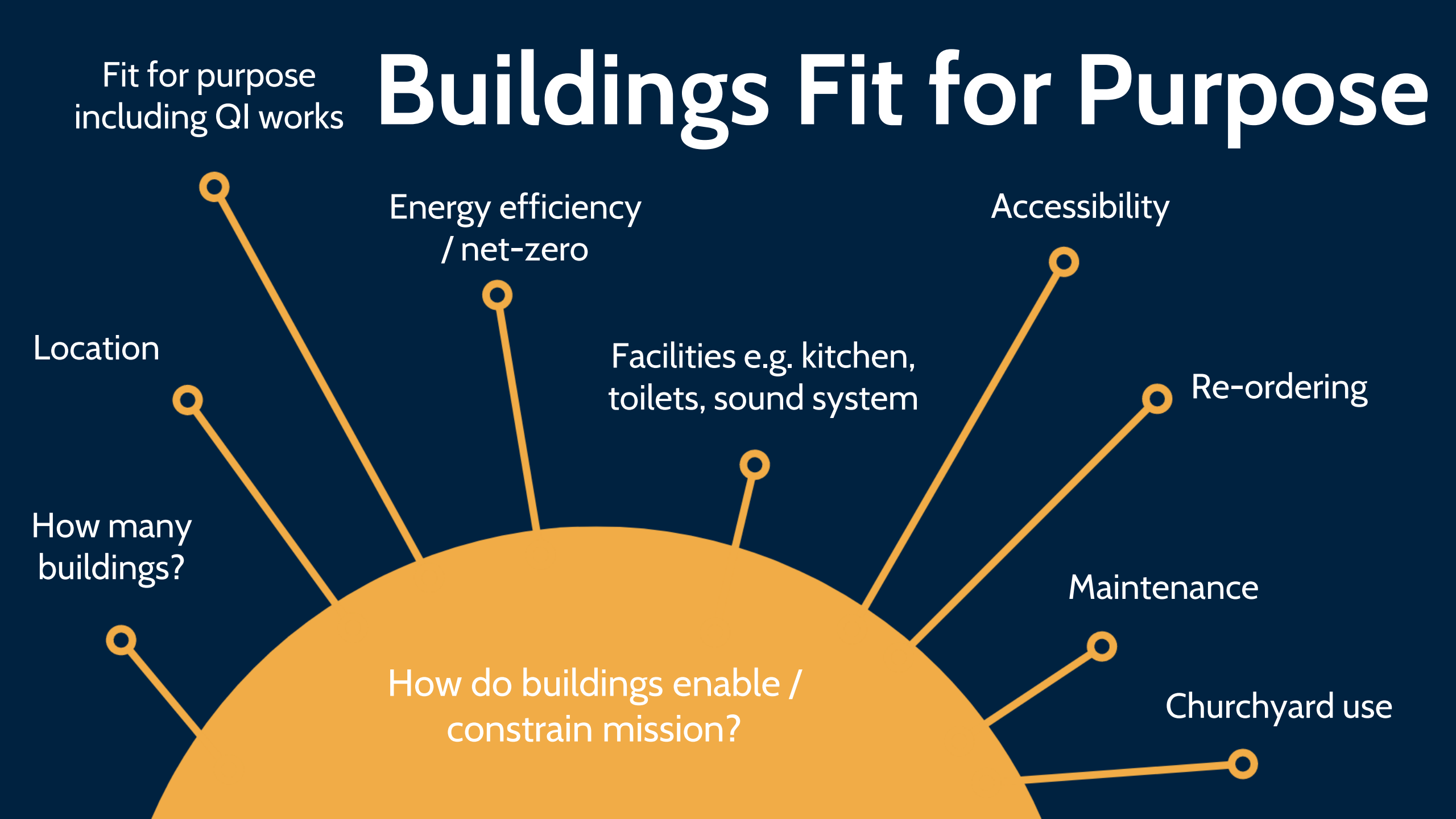
5 Generous Giving

* Data from the parish self-review informs this

Leadership & Governance

Mission & Pastoral Care

Buildings Fit for Purpose



Development of Lay Ministry

Generous Giving

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)

Toolkit

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

Toolkit

Prayer & Study Resources

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

Toolkit

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.

Toolkit

Deanery Plan Template

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

Toolkit

Deanery Development Handbook

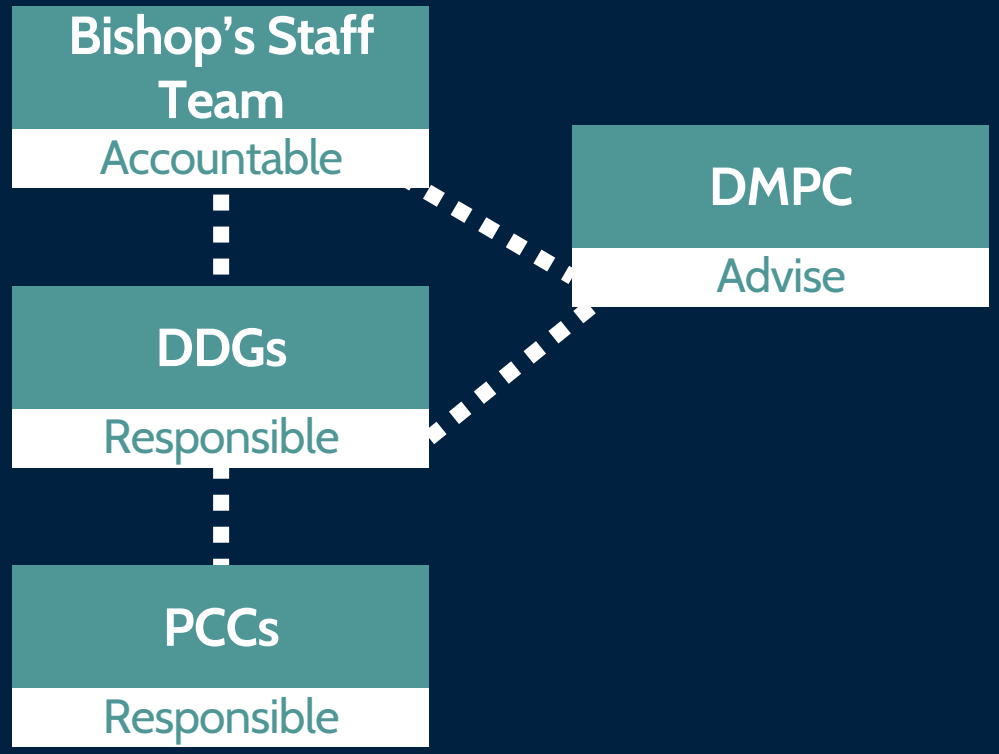
- A framework for deanery development
- Includes role descriptions
- Describes how the planning process works
- Explains how to work with parishes, wider diocese, the deanery, the Bishop & staff

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