

Shaping for Mission

A programme of Change

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Rural Deans, Lay Chairs
Assistant Rural Deans and Assistant Lay Chairs

What is **Shaping for Mission**?

We are working together as people of hope to make our mission sustainable, by shaping deaneries to be effective bodies for developing discipleship, encouraging vocation and inspiring evangelism.

What are we aiming to do?

1. To enable the parishes, schools, chaplaincies and fresh expressions in this diocese to be effective at developing discipleship, encouraging vocation and inspiring evangelism

2. To reshape the Diocese, via the deanery structure, to deliver this mission and ministry in an effective, affordable and sustainable way

3. To develop the strategic deployment of (lay and ordained ministers and reduce the number of paid ministry posts over the next three years.

We are currently working towards reducing 30 FTE posts (that equates to £1.75million) by 2023.

Is this really just about money?

We **do** need to reduce our budget, which will mean cutting paid posts from every sector.

We could just do that, and make reactive cuts.

Instead we are committed to covering the deficit out of reserves for two years so that we can make **wise and faithful changes inline with our vision for mission.**

Why focus on deaneries?

- We want to work together as a Diocese, and there is value in working with the existing structure
- Need a unit that is varied and large enough to be flexible and creative and to able to offer a range of mission and ministry between them, and still small enough to have some sense of being local
- Scope for reallocating resources in a strategic way in manageable units
- Schools, chaplaincies and fresh expressions are (at least geographically) within deaneries but are not always connected to them; as part of the mixed economy of mission, they are an important part of the reshaping.

How are we going about Shaping for Mission?

Recognising the need for change at this point is:

- Faithful
- Possible
- Desirable

What / Who are we seeking to be **faithful** to?

- To God, made known to us in Christ
- To the Good News of Jesus
- To our calling to be the Body of Christ, the people of God
- To our vision for being God's people in this diocese
- To the 2 million people who live in this Diocese and to whom we are called to be a blessing

Faithful: The Diocesan Vision Statement

As we follow Christ in the footsteps of St Chad, we pray that the two million people in our diocese encounter a church that is confident in the gospel, knows and loves its communities, and is excited to find God already at work in the world. We pray for a church that reflects the richness and variety of those communities. We pray for a church that partners with others in seeking the common good, working for justice as a people of hope.

How is it Possible?

- **Shaping for Mission** will be a consistent programme in every deanery, working through a process of review, vision setting, resource checking and action planning. This will take place over the next 10 months.
- The **Shaping For Mission Team** in your Deanery will be supported by a Diocesan officer and the Archdeacon will keep in close touch with the process.
- The **Shaping For Mission Team** will communicate with the wider deanery, listening to them and sharing developments.
More details on the process coming up ...

A Desirable Outcome

- Change is happening. Our challenge is which changes we invest in. We want to do that faithfully together.
- We have an opportunity to build a faithful, fair and just church for the future
- Together we want to enable shapes of church that are fit for purpose, more agile, locally-minded and eager to partner with others.

Shaping for Mission Teams – Review and Visioning Process

<p>Forming the Team Who is going to do it? Oct 2020</p>	<p>Stage 1 – Starting off Deanery Shaping for Mission (SFM) Team is recruited and with deanery facilitator and Rural Dean begins process of forming as a team and familiarisation with the task.</p>
<p>Review of the Deanery: Where are we now? Autumn/ Winter 2020-1</p>	<p>Stage 2 - Where are we now? Critical appraisal of where the Deanery see themselves and how God is at work. Deanery SFM Teams working with Diocesan Facilitator and Archdeacon and carry out review. Framework for review focuses around priorities of DVE. Contributions to review sought from whole deanery.</p>

<p>Our Vision: Where are we called to be? Winter /Spring 2021</p>	<p>Stage 3 – Setting the Vision Deanery SFM Teams working with diocesan facilitator and Archdeacon draw up a vision using framework based on Diocesan vision statement. Vision is shared with wider deanery.</p>
<p>Looking at Resources What are we working with? Spring 2021</p>	<p>Stage 4 - Gathering Information Deanery SFM team working with diocesan facilitator and AD identify resources for the vision, including community partnerships, funding sources, people resources etc. Diocese provides SFM teams with financial, mission and demographic information about the deanery.</p>

Interpreting the Vision
What will this look
like in practice?
Spring / Summer 2021

Stage 5 Putting Our calling in action

SFM team working with diocesan facilitator and AD, start to interpret the vision, focused around what do we already have that we're building on, what do we need to stop or divert resources from, and what do we need to start? Summary is shared with wider deanery.

**Making the Vision a
Reality**
What changes need
to be made?
Summer 21 onwards

Stage 6 - Action Plan

SFM Team present vision to wider deanery. **Phase Two** of the process begins. In consultation with AD, SFM Team and deanery facilitator, Bishop's Staff Team and AMPC's make deployment decisions and plans in light of the vision.

We will provide:

- Written information explaining what the **Shaping for Mission Team** is and why they might want to be part of it
- Some ideas about what a healthy deanery might look like
- A template for the review process
- A template for the Vision – setting process
- Information about your deanery (mission stats, finance, etc)
- The support of a facilitator and other Diocesan officers with relevant specialisms

What are we asking **Deanery Leadership teams** to do?

- To pull together a **Shaping for Mission** team
- Familiarise yourselves with the process for this year
- To connect with and keep in touch with your Deanery facilitator
- To speak at Deanery Synod and Chapter about the Shaping for Mission programme
- To feed back to us if the Mission focus gets swamped by a message about finance
- We are **not** asking you to make decisions about which posts could be cut. These decisions will be made by Bishop's Staff in consultation with AMPCs, in light of the vision for your deanery.