

# Stipendiary Ministry Deployment





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

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

Local  
Ministry  
Development

Setting God's  
People Free

Everyday  
faith

Building on previous planning  
through deanery development  
groups

Why?

# Current context we are responding to

Budget sustainability

Next Steps & National Church decision not to support Transformation Bid

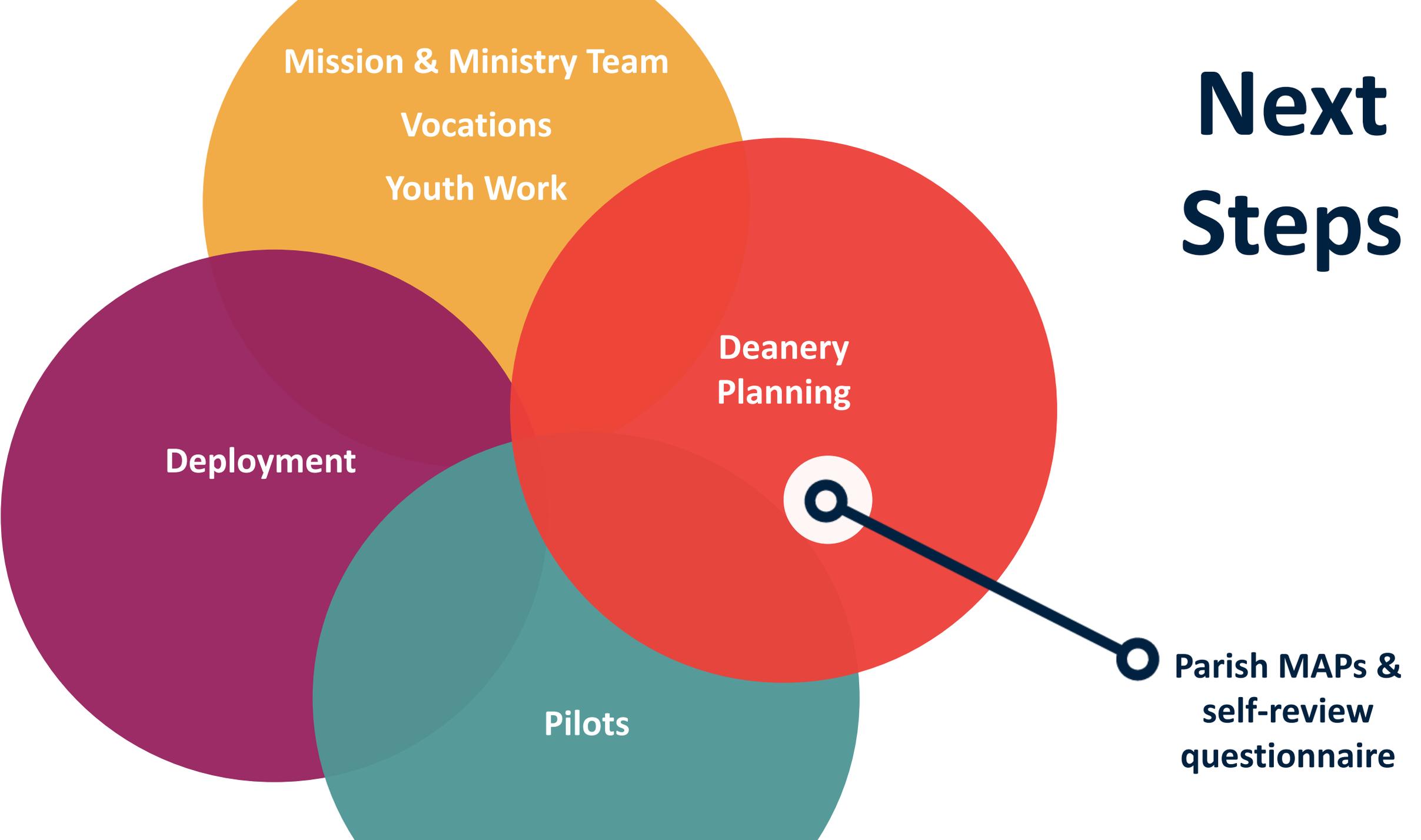
Mindful of the cost of living crisis

Building on post Covid context

Impact of the war in Ukraine

Responding to the climate emergency

# Next Steps



# What?

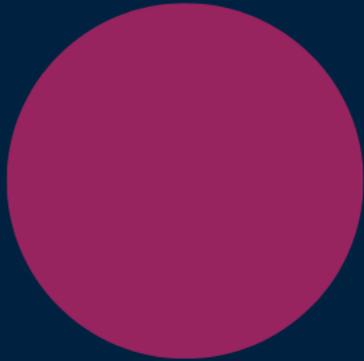


● 76fte in post  
● 15fte in vacancy

- 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



● 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

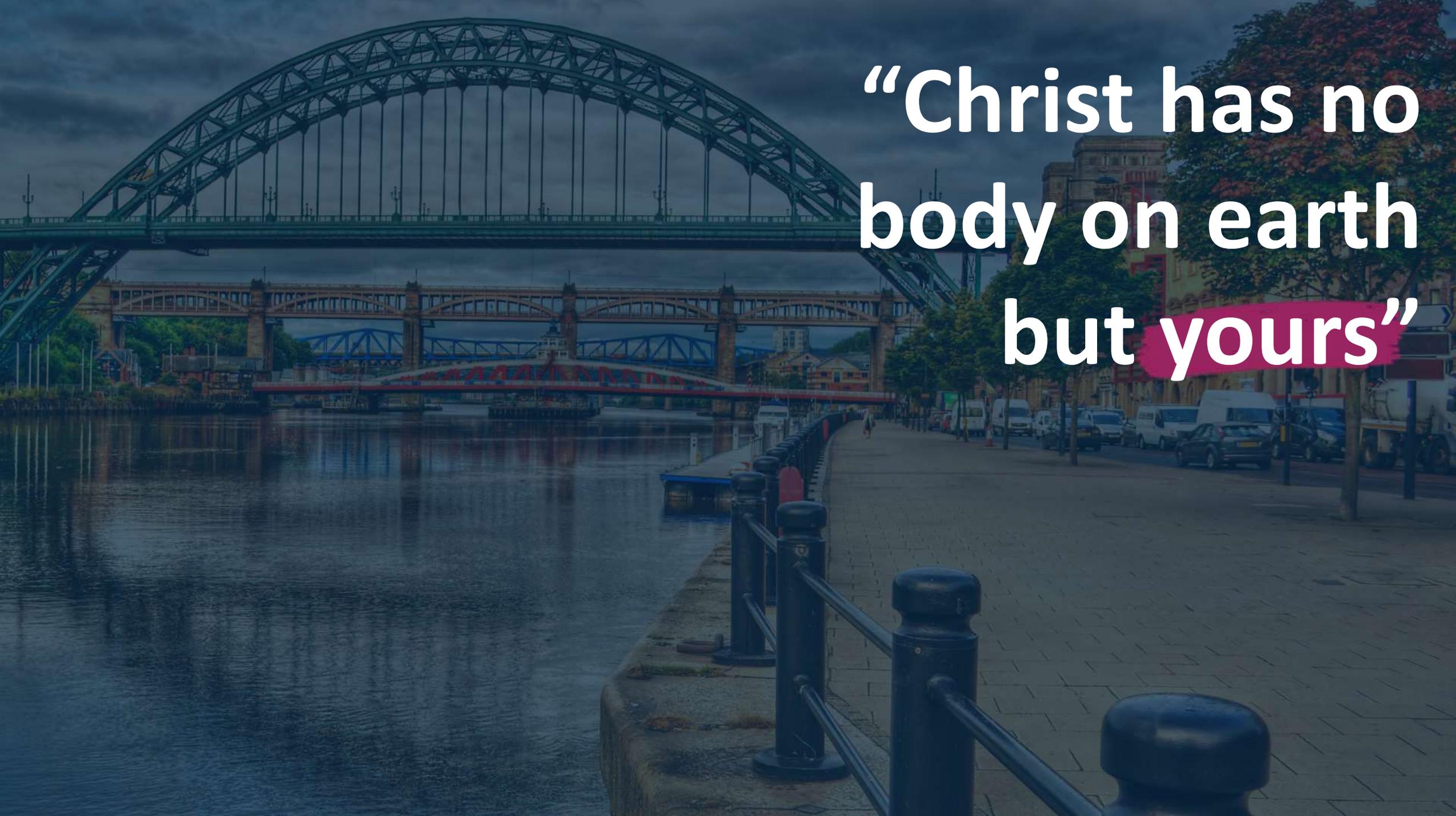


# Who are we as church?

“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.”

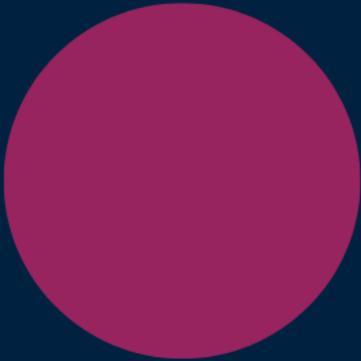
1 Corinthians 12:12&27



“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?

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

Discipleship –  
growing people's  
Everyday Faith;

Schools



# Buildings Fit for Purpose

Fit for purpose  
including QI works

Energy efficiency  
/ net-zero

Accessibility

Location

Facilities e.g. kitchen,  
toilets, sound system

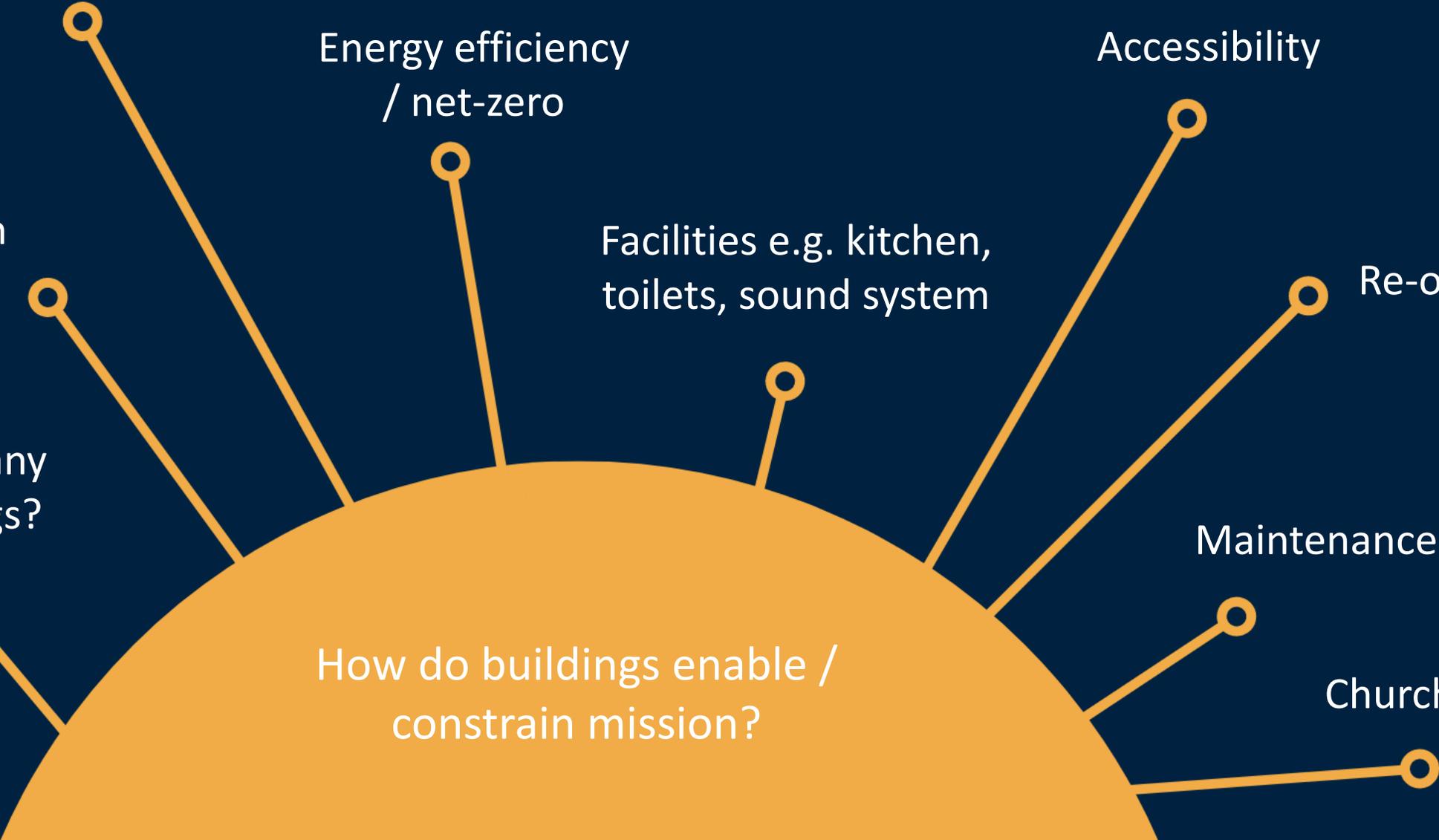
Re-ordering

How many  
buildings?

Maintenance

How do buildings enable /  
constrain mission?

Churchyard use



# Development of Lay Ministry



# Generous Giving

Fundraising opportunities

Giving to your local community

Variety of ways to give

Legacy policy

Thanking

Preaching / teaching on giving & generosity

Giving thanks for God's gift of creation

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



Process

# Deanery & Parish Toolkit



# 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



## How?

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



How?

# Toolkit to include:



**Data  
sources**



**Prayer &  
study  
resources**



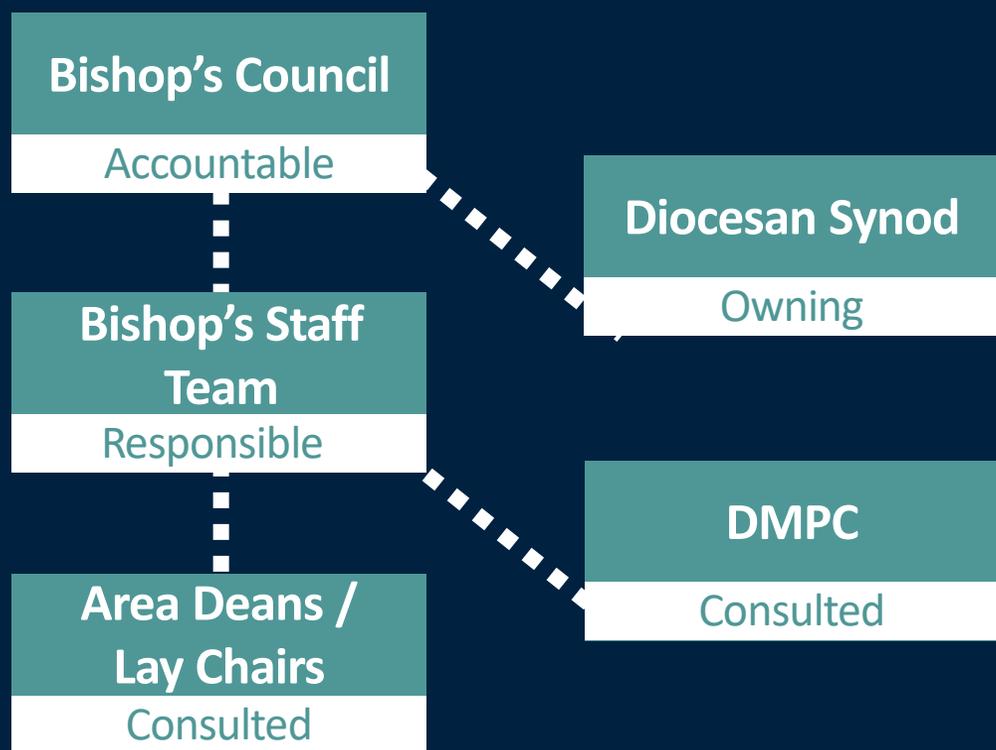
**A deanery  
specific  
'briefing'**



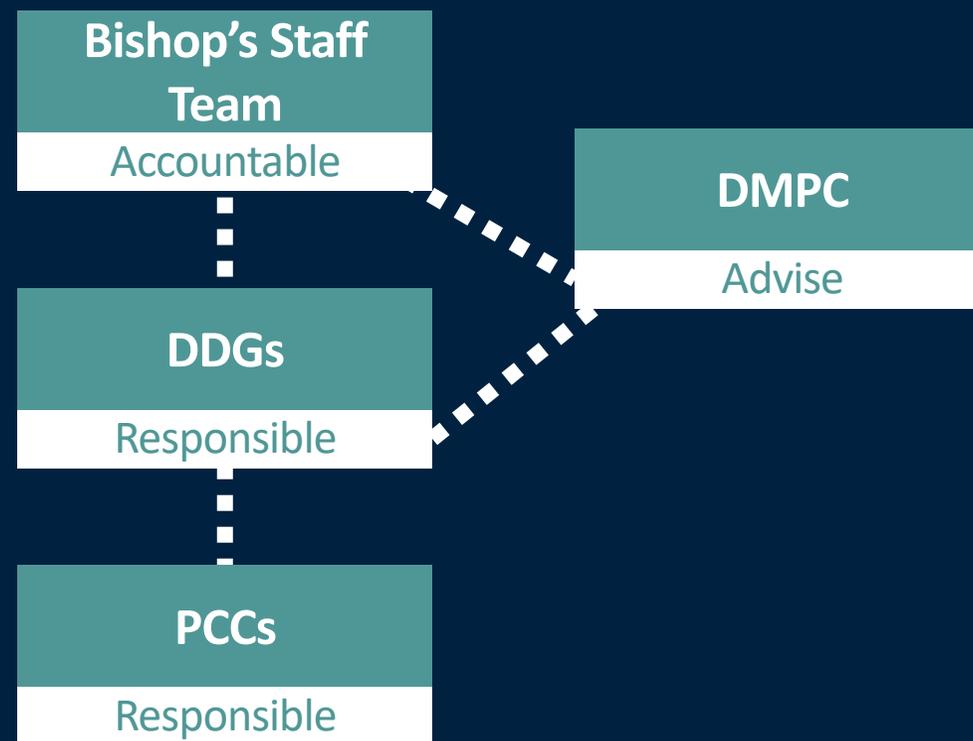
**Deanery  
Plan template**

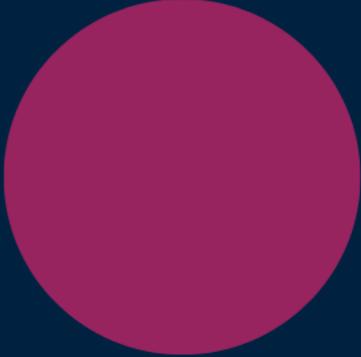
# GOVERNANCE

To agree the approach



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**

