

Resourcing for Deaneries

Unlocking the Gifts and Talents in Deaneries

Dave – ‘more chance him becoming pope than me being a vicar
If said – 10 years ago – I would be addressing a deaneries conference – equally
incredulous

We recommend that the statutory requirement for deanery synods to be part of the formal structure of synodical government should be repealed.

Synodical Government in the Church of England – A Review 5.19

Lord Bridge 1997

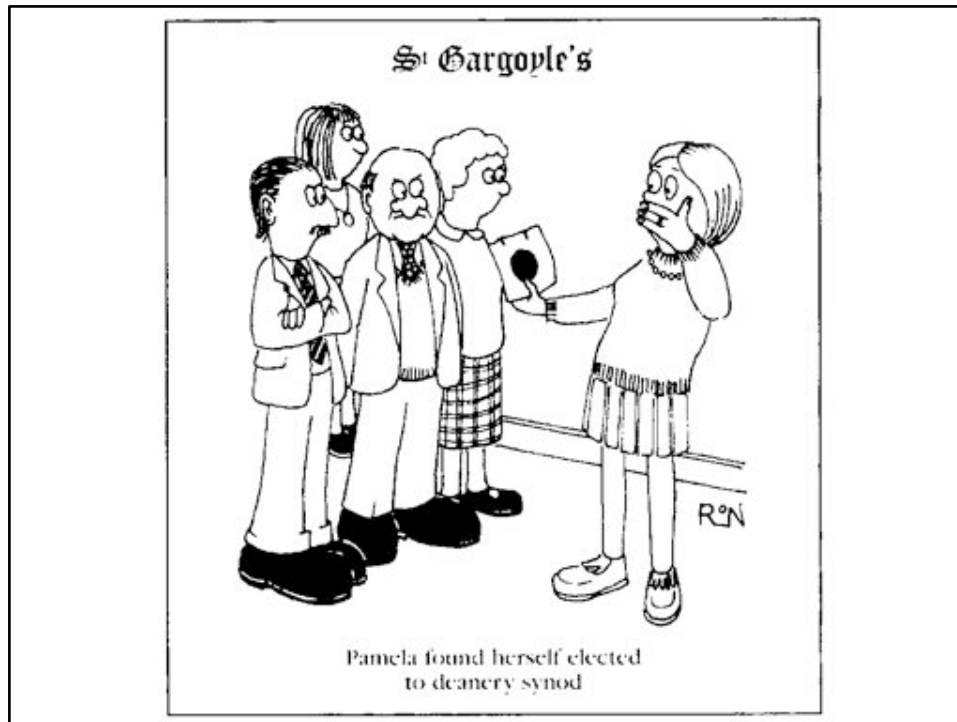
'our recommendations are not intended to call into question the future of the deanery as a geographical unit for mission, administration and pastoral care.'

But felt like a death nell

Chief among [the criticisms] is that in many deaneries the synod is perceived as having little relevance to the life of the Church. It is consequently difficult to persuade people to stand for election, and lay membership of the synod tends to become a matter of 'Boggins' turn,' with members having little interest in developing the synod's potential for effective work.

Synodical Government in the Church of England – A Review 5.5

Lord Bridge 1997
Cartoon Church Times



If you want to unlock the gifts and talents in a deanery then you have to redefine and reinvent the deanery
Perhaps one of my main criticisms of the Bridge Report was that – all too often – it fell back on a somewhat tired and uninspiring view of what the deanery could be

The deanery can be an effective focus for consultation, for providing information, for liaison between parishes in matters of common concern and, if the relevant power is delegated to it by the diocese, for allocating quota among the constituent parishes and advising on the deployment of clergy within the deanery.

Synodical Government in the Church of England – A Review 5.17

I'll be honest with you – this view of the deanery does little to inspire...

Rural deaneries would be asked to investigate forms of inter-parochial cooperation.

The Deployment and Payment of the Clergy – Leslie Paul (1963)

Talked of movement towards a critical point

Deaneries should be used as units of
co-operation in mission...

A Strategy for the Church's Ministry - John Tiller (1983)

Recognised that smaller villages were unlikely to have sufficient resources for the local church to undertake a fully shared ministry without resources drawn from elsewhere

[The Deanery] has also the functions of enabling the Church to collaborate with other institutions and of co-ordinating the resources and activities of the Church's mission.

A Strategy for the Church's Ministry - John Tiller (1983)

Quotes Christopher Nolan, Rural Dean and Ecumenical Officer in Oxford Diocese who sees the deanery as more than a means of communication bt parish and diocese

Deaneries have the potential to bring together a range of human and financial resources, to consider mission beyond parish boundaries, and to share prayer and encouragement.

Mission-shaped Church (2004)

Mission-shaped Church: In particular, a more mobile society has enlarged the amount of territory across which people regularly travel and within which they forge their identity. This may give much greater strategic significance to the deanery.

Many parishes and benefices have little sense of the deanery at all. However, few parishes can survive alone and none should have to. Once the need of a network approach is recognized, the deanery becomes an essential unit for mission and the role of the area/rural dean and lay chair central to mission planning.

Mission-shaped Church (2004)

This is the vision of the deanery that we need to promote – and indeed, that many of you ARE promoting

But, as yet, I do not see it in operation – need to create an environment in which relationships flourish and people belong to something bigger.

Start with clergy – real issue of loneliness and isolation

- Develop 'cohesion' role of the Lay Chair
- Deanery newsletter or website
- Deanery social events and competitions
- Deanery quiet-days or retreats
- 'Open' synod meetings with invited speakers
- Deanery services
- Deanery library of resources

Deanery needs added value – service needs to be different and special

This is very much the preliminary step to growing a deanery as a body – not the end result

Strengthening role and identity of deanery

- Share PCC Annual Reports and Accounts
- Collaborate to allocate Parish Share
- Develop a Deanery MAP
- Identify places needing co-ordinated ministry
- Carry out a 'skills audit'
- Develop 'Expertise Groups'

Hospital, schools, shopping centre etc

- Mission and Evangelism
- Vocations and Training
- Worship and Spirituality
- Children and Youth
- Finance
- Buildings
- Communications

Mission and Evangelism – outreach, fresh expressions, new houses etc.

Vocations and Training – foster vocations, support development of lay ministry teams, provide or resource training

Worship and Spirituality - Develop particular types worship [*healing services, youth, special events*] Organise Deanery Services Quite Days & Retreats. Develop Deanery Prayer Diary

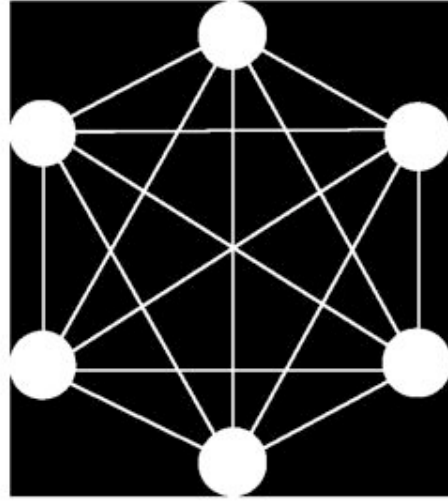
Children and Youth – schools work, youth group,

Communications inc magazine, website etc... AD BREAK

but...

- The deanery doesn't make sense geographically
- Step up from benefice to deanery is not significant
- It's hard to see how parishes, benefices and the deanery all relate

The Federal Model

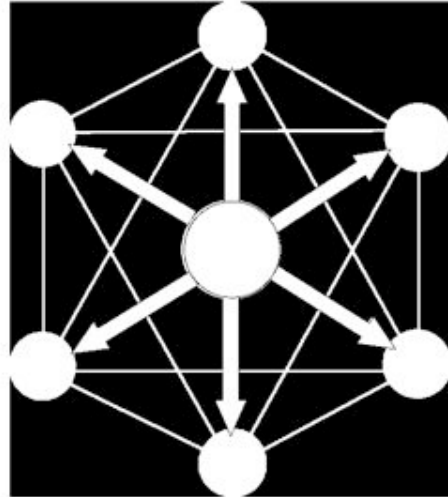


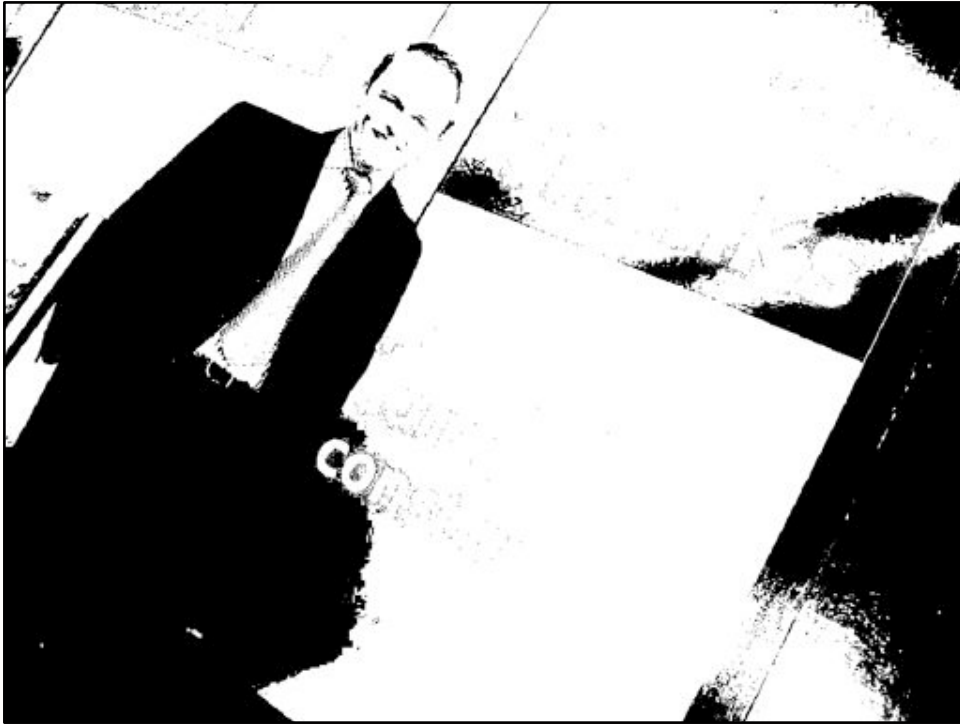
The Federal Model

- No one church dominates
- Churches may develop particular specialties (e.g. youth ministry, BCP)
- Energy is directed towards creating and deepening a sense of belonging to the Benefice.



The Minster Model





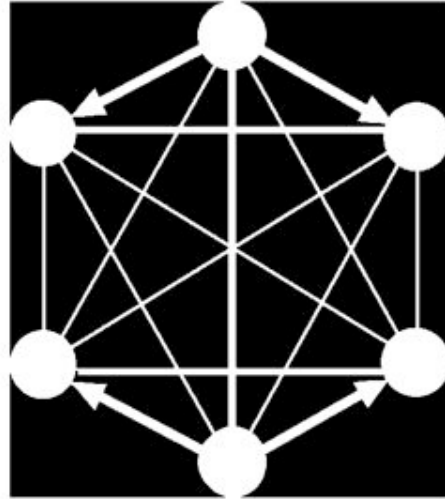


The Minster Model

The Minster Model is a way of structuring a benefice so that the larger church (the Minster) serves its own and satellite churches by providing additional resources to promote evangelism, the recruitment and training of local leadership, a consistent programme of teaching for all ages, and a coordinated and effective ministry of pastoral care.



The Hybrid Model



The Hybrid Model

- A Federation of mini-Minsters
- Useful transition between former benefices of two or three churches and a Minster model
- Inefficient and therefore temporary

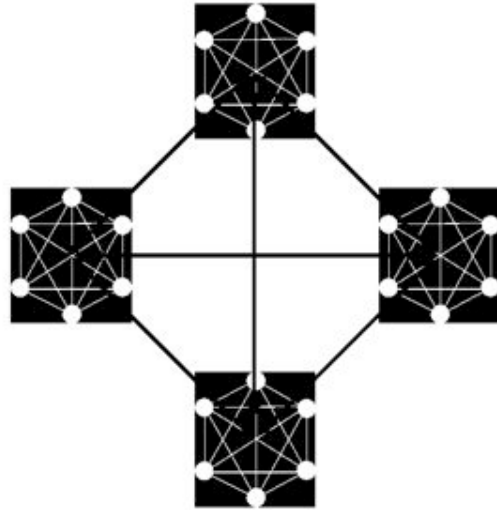


The Hybrid Model

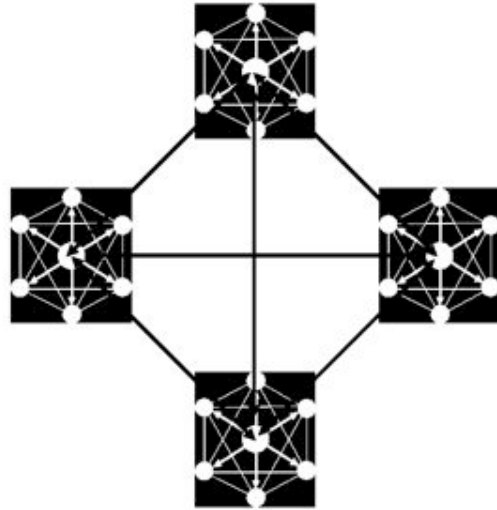
- If you are moving towards a Federal model then you will need to affirm the satellite churches and shift the emphasis from the parishes to the benefice
- If you are moving towards a Minister model then you will need to join up certain activities and groups that are duplicated in each sub-group.



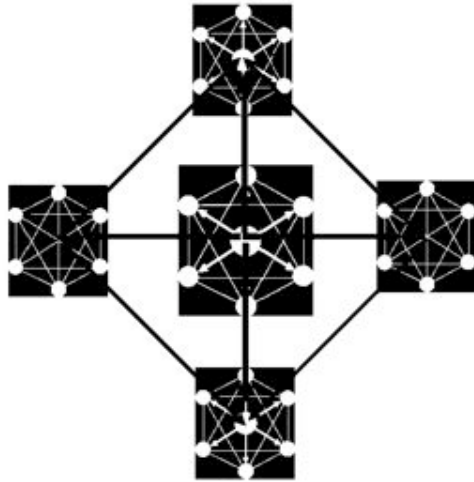
Deanery Models



Deanery Models



Deanery Models



but...

- The deanery doesn't make sense geographically
- Step up from benefice to deanery is not significant
- It's hard to see how parishes, benefices and the deanery all relate
- The Deanery is not my No. 1 team

Only a mixed economy of neighbourhood and network, collaborating together over a wider area (perhaps a deanery), can both adequately fulfil the incarnational principle and demonstrate the universality of Christ's Lordship in all expressions of society.

Mission-shaped Church (2004)

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