

## Resourcing for Deaneries

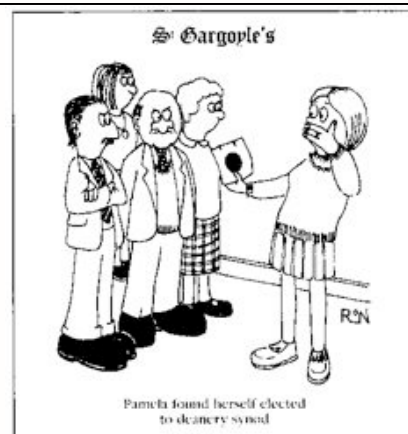
Unlocking the Gifts and Talents in Deaneries

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that the statutory requirement for deanery synods to be part of the formal structure of synodical government should be repealed.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

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*



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*

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

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

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

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

[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 Tillier (1983)*

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)*

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.

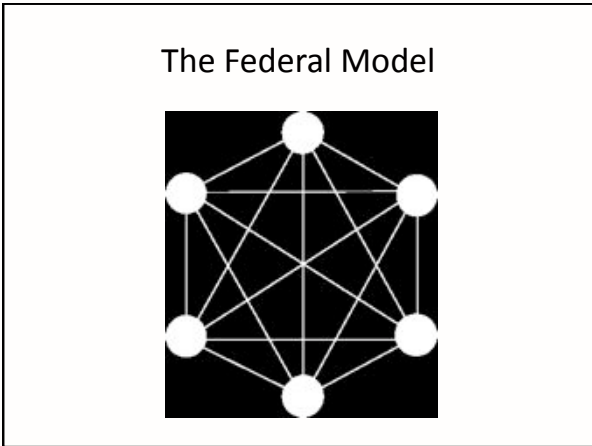
*Mission-shaped Church (2004)*


- 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

- 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'

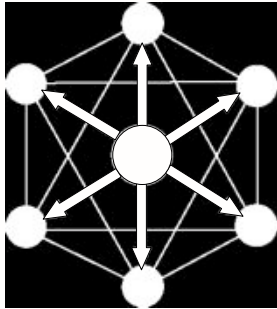
- Mission and Evangelism
- Vocations and Training
- Worship and Spirituality
- Children and Youth
- Finance
- Buildings
- Communications

- 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
- 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.
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### The Minster Model

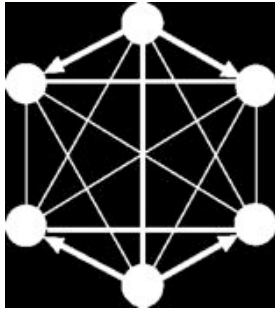


### The Minster Model

The Minster Model is a way of structuring a benefice so that the larger church (the Minster) serves it's 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-Ministers
- Useful transition between former benefices of two or three churches and a Minster model
- Inefficient and therefore temporary

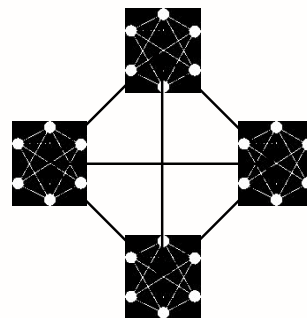


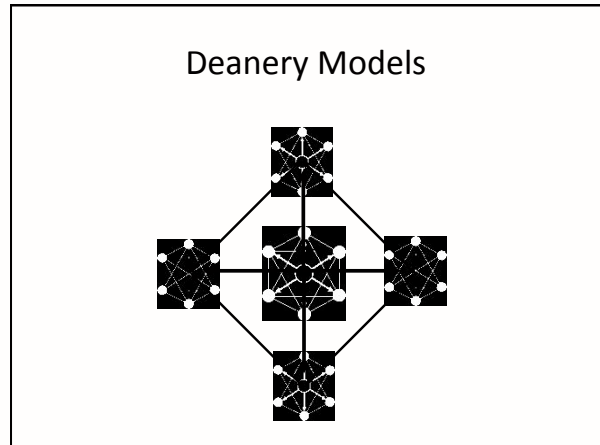
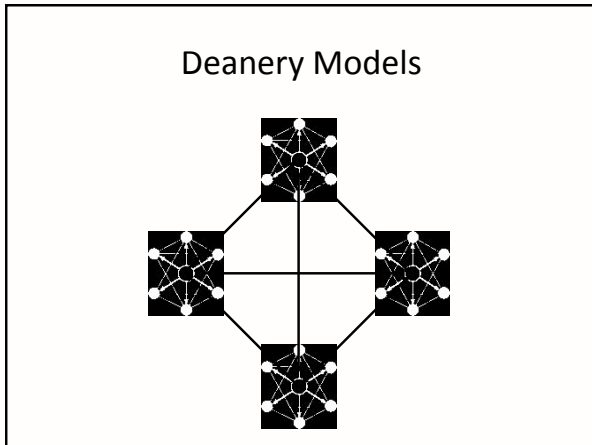
### The Hybrid Model

- 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





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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