

## Briefing Document of Deanery Plan – Southern Ryedale Deanery 2022 – 2031

### Deanery Priorities and Principles

Our opportunities:

- To be bold – so many vacancies allow us to recognise the need to reimagine mission and ministry
- To be simpler – we need to use what we have in a smarter and more stripped-down way
- To be humble – we must face the harsh reality that things need to change in what church is, how we do it and how we finance it
- To be honest – to fill gaps in what we do and embrace knowledge and training to help us do that
- To reset our focus – this plan allows us to think about and rethink our priorities as well as new ways to engage our communities and visitors
- To use our lay people – we have a lot of talent and enthusiasm which is so far untapped or unused; we have people who want to bring that to life
- To bring people together – the plan gives an opportunity to reinvigorate the role of the Deanery as well as to explore web-based activities and explore areas such as social justice and the climate crisis

Our challenges:

- Fatigue – a lot of people are tired physically and mentally
- Tradition – it can be hard to give up what we know
- Geography – the deanery is very large which can make bringing people together difficult
- Money – although many individuals are very generous, we know there is a big job to do here and that giving needs to be completely reimaged
- Demographics – a lot of our church populations are aging
- Disenchantment – there a feeling of disconnect with the higher levels of the CofE

Please note that numbers are used for ease of reference and do not indicate levels of significance.

### **Living Christ's Story**

- *Becoming more like Christ*
- *Reaching those we currently don't*
- *Growing churches of missionary disciples*
- *Transforming finances and structures*

### **Our Key Principles for Living Christ's Story are:**

- 1) Root everything we do in prayer.
- 2) Shared ministry and responsibility towards benefice organisation, oversight and the Marks of Mission.
- 3) Drawing the deanery closer together by developing a supportive structure towards neighbouring benefices and across the deanery. Support benefices to explore and work towards possible boundary changes.
- 4) Cultivate a sense of moving forward together. We wish to ensure a sharing of good ideas, resources, burdens and celebrations across wider geographic areas.
- 5) We wish to grow a culture of generosity towards finances, cross benefice working, hospitality, and understanding that our faith calls us in to action beyond our Sunday attendance.
- 6) Our churches, including our buildings, serve a swathe of people in our communities and visitors who value the peace, spirituality, the 'thinness' and the prayer of our buildings. Many of which will only be able to express a sense of 'other' without a move towards 'religion'. We value them too and prayerfully seek to make disciples of these people sensitive to the presence of God.
- 7) We look to be creative and innovative in our reimagining of church and working together – trying something new in one rural part of the (between West Buckrose and Buckrose Carrs) Deanery which, if successful, might serve as a model for the future and for the other largely rural section of the Deanery.

## Deanery Action Plan

### 'Becoming more like Christ'

#### Our key actions for becoming more like Christ are:

1. Building of the Gatherings – we need to increase cross-deanery communication and sharing. We will achieve this through a new deanery website, which will link to parish and community websites, and a monthly deanery newsletter.
2. Introduce opportunities to worship together as a deanery – seasonally based and moving around the deanery. Using the 'Gatherings' to 'showcase' alternative styles of worship and to enable the innovative and creative.
3. Recruit interim ordained ministers to locations that we have identified as being necessary to help grow the benefices in discipleship and to move them towards new patterns of mission and ministry, and possibly benefice boundary changes.
4. We will develop a program of deanery workshops, retreats and quiet days to resource our deanery with teaching, training and growth in discipleship. This will be achieved by using the skills available within the deanery and the diocesan head office.
5. We will begin a laity recruitment campaign towards discerning what kind of ministry will work for us, where we are, and how that can be fulfilled by our laity. We recognise this may be through existing routes into ministry (RPA, Licenced Lay Readers, church officers etc.) and new routes (as yet to be decided) to enable worship, administrative and mission assistants and leaders etc.
6. Some representatives from the planning team, including our deans and interim deanery priest, will continue to work in benefices helping to identify targets for health and growth, covenantal commitment to them and supporting in working towards achieving these. These roles will also support in the monitoring and accountability of PCCs towards their targets. The deans will also work with others in the development of the parish profiles and person specifications where benefices are in vacancy.
7. Recognising the wealth of experience and expertise we intend to hold, four times a year, a 'greater chapter' to include the PTO clergy and readers, licensed/recognised ministers (lay and ordained).
8. Build upon our hospitality and welcome. Encourage churches to undertake 'welcome' audits and to engage across the diversity of needs and interests in their communities and visitors.
9. Provide opportunities to grow Christian Fellowship and prayer life – e.g. house groups, bible study etc.
10. Where possible, further strengthen our relationships with our ecumenical sisters and brothers. Identify opportunities to worship and work together.

## 2. Reimagining Mission and Ministry

### a. The Shape of the Deanery

#### Our key actions are:

1. Develop a Deanery wide schools ministry team of lay and ordained, to offer exemplar activities, training, support and share best practice.
2. Explore a future role for St Mary's as a place of pilgrimage, retreat and modern monasticism. Budget for a 0.2 FTE stipend equivalent to support a suitable lead for this.
3. Promote and share our musical excellence.
4. Promote and share our 'Community of Enquiry' approach to bible study and preaching. Training to be offered.
5. Explore possibility of providing deanery wide administrative support.
6. Recruit (where there is a vacancy) and deploy ordained ministers as follows (all new posts to be for 2 – 3 years, interim posts and we would aim to start the process in the Autumn of 2023 once we have the green light from the diocese):
  - ❖ Harton benefice - (due to move into vacancy Easter 2023) recruit 0.5 (minimum) incumbent (with house) to work with current ministry team including Lay Reader and Youth and children's worker.
  - ❖ Howardian benefice – currently recruiting 0.4 incumbent (without house).
  - ❖ Street benefice – recruit a House for Duty Priest to work with current ministry team including RPA in training, Daphne Rose.
  - ❖ Malton – St Michael's continue with Rev'd Glyn Diggins; St Mary's continue with Rev'd Glyn Diggins but also working with consultants (grant funded) and, to be recruited, centre for spiritual growth 'lead' (designated budget equivalent on 0.2 FTE stipend).
  - ❖ Norton – continue with Rev'd Jenny Buckler.

- ❖ Wolds Valley Benefice - (due to move to vacancy in June 2025) seek to increase FWO for a House for Duty priest in charge/incumbent. (If not possible to raise FWO then to explore division of the benefice between West Buckrose and Buckrose Carrs.)
  - ❖ West Buckrose – recruit a full-time priest to be 0.6 incumbent to the parish and 0.4 to be rural ministry development lead (0.2 funded by benefice of Buckrose Carrs).
  - ❖ Buckrose Carrs – recruit a House for Duty priest in charge, with requirement to work closely with rural ministry development lead. Benefice to provide funding for 50% of this role. (Rural ministry development lead to work across both benefices and to liaise closely and collaboratively with Wolds Valley Benefice.)
  - ❖ Deanery priest – to continue with a 0.2 role of deanery priest, for a further three years, to support the benefices, area and lay deans, and DLT with the on-going plan, target setting and monitoring.
7. Explore what we can learn from the Multiply Ministry (Hendrik Klaver) and the possibility of continuation.
  8. Explore biodiversity, green and zero carbon actions that churches can take, share good practice and recognise progress through the A Rocha Eco Church Awards initiative.

## **b. Encouraging Vocations**

### **Our key actions are:**

1. Workshops to inform on the range of ministerial and mission opportunities – create a culture of creativity and ‘permission’ to do things.
2. Target assistant curates looking for their first incumbency post in our full-time vacancies.
3. Developing and offering a rural ministry experience to ordinands and IME2 curates.
4. Be active in feeding into the Mission and Ministry team new route and options. Encourage our local initiative to provide lay training and equipping. Liaising with diocese regarding content.

## **c. Re-energising Ministry**

### **Our key actions are:**

1. Recruit to our new posts of incumbency and ‘development of rural ministry and mission’ posts.
2. Celebrate and promote lay ministries – especially linking in with social action activities (see below) and worship leadership.
3. DLT to focus on supporting developing ministries and intentional sharing of good practice, through gap analysis, recruitment, training and on-going support.
4. Growth and empowerment through Deanery Gatherings and workshops/training sessions.
5. Address the need to reach families, early years children and schools. Encourage the development of a ‘schools’ team, possibly working with Open the Book material. Seek leadership via diocesan ‘deanery worker’ to guide, develop and equip the team. Encourage older children and families to engage in the social action and Green initiatives through a deanery wide ‘team’ and on-line community/engagement.

## **d. Growing Healthy Churches**

### **Our key actions are:**

1. Encourage a range of worship styles and traditions across benefices – highlight and promote the unique (see earlier comments regarding Deanery Gatherings, musical excellence).
2. Re-imagine stewardship and financial responsibilities through, dialogue, training and campaigns across the deanery, inclusive to all parishes. Locally address the question, “what is worth paying for?”
3. Increasing engagement with our communities – offering hospitality, chaplaincies and service making this gently but intentionally known as church in its ‘wider’ sense. Providing opportunities for young children to develop their ‘moral compass’ through, for example, ‘God Flavoured’ early years activities.
4. Encourage churches to engage with on-line and social media presence; social media prayer trees; etc.

## **e. Growing Younger**

### **Our key actions are:**

1. Develop a Deanery schools work team (see above) to deliver some schools work but also to train and empower others locally
2. Family based worship opportunities – e.g. roving messy church team. Share good practice from across deanery – encourage, support, reignite.

3. Social media training and support in setting up. The building of an on-line Green Agenda all age action team.
4. 'Start' course soon to begin – learn from this and roll out elsewhere as well as build on what this generates.

#### **f. Using buildings and technology well in mission**

##### **Our key actions are:**

1. Encourage each church to use 'A Church Near You' and Deanery Website to fullest extent.
2. Encourage parishes to identify their opportunities – e.g. church crawling; walking from church groups; history session; botany; being open and accessible through week. Use our buildings as a way to engage with people culturally and spiritually to open up conversations which can lead to mission and discipling.
3. Conduct an audit on the viability of our smaller churches and establish a timeline for renewal or moving to closure.

### **3. Transforming Structures and Finances**

#### **a. Deanery Leadership Team, Chapter, and Deanery Synod**

##### **Our key actions are:**

1. Quarterly 'Greater' chapter meetings – with speakers and sharing of ideas for mission and ministry.
2. Deanery Gatherings to increase from three times a year to six per year.
3. Review and redefine the role and membership of DLT to support the ongoing work of this plan – target based and focused.
4. Encourage closer working and sharing of resources across the three 'new' geographic areas of ministerial focus – Hill and Wolds; Towns; and Hills and Vales. Ensure deanery vision and overview is maintained within these areas – "we are all in this together."
5. Encourage engagement/representation with diocesan synod. Establish flow of communication between diocesan synod and deanery synod and parishes.
6. Provide support and on-going training for our PTOs.

#### **b. Managing limited resources – people: their time, energy and gifts**

##### **Our key actions are:**

1. Tap into wider PTO resources – eg York.
2. Streamline admin to reduce burdens.
3. Work 'smart' in use of church officers.
4. Devise support systems for lay people managing lots of things especially when in vacancy – check they are ok and feel valued.
5. Devise strategies to make sure people are not over stretched; look for greater input from those higher up in the church.
6. Recognise and encourage our broader ministerial team including our distinctive deacon (Margaret Hall), our Readers (Ian Lyall, Mike Stallybrass), RPAs, Multiply Minister, Harton children and youth worker (Rachel Harrison).

#### **c. Managing limited resources – money**

##### **Our key actions are:**

1. Clarify the financial situation and challenge perceptions of diocesan support and financial responsibilities towards parishes.
2. Stewardship campaign – deanery wide with local focus (see earlier comments).
3. See above action on discipleship – including growing culture of generosity.
4. Clarity over church costs and publication of needs and transparency about where money goes (at all levels). Engage communities in taking responsibility for their parish church building.
5. Investigate and encourage a range of methods for people to 'give'.
6. Encourage a biblical approach to 'giving' for those who are able.
7. Work to create a climate of regular giving so as to avoid the need for lots of labour and often stressful fund raising – keep the latter for big projects and then get help with funding applications.