

## BRADFORD DEANERY FIVE YEAR PLAN

“Commit your work to the Lord, and the plans will be established”

*Proverbs 16:3 NRSV*

### Introduction

The first Deanery plan failed to gain ownership either by the diocese or by the parishes. It is hoped that, through close collaboration with the Archdeacon, the new plan will be more acceptable to the diocese. In an effort to involve the parishes more in the development and ownership of the new plan, two sets of three meetings were held, as a result of which three working groups were set up to work on plans for the three areas of Trowbridge, Bradford and Melksham. At deanery level, there has been a meeting led by Bishop Peter to discuss where the Church would like to be in 10 years time.

With thirteen incumbent posts and a planned reduction to twelve, there is a requirement for a healthy flow of vocations to ordained and reader ministries. Appendix 1 shows the current holders of the various posts. As a guideline we seek one voluntary priest and one deacon or reader per church. Stipendiaries will have some wider ministry than leadership of a local congregation.

There is a large number of retired clergy especially in the Bradford area, who form a vital resource for the Deanery, and, together with the local team of readers, augment the stipendiaries. Current patterns of ministry are unsustainable without them.

The future provision of health services in the area covered by the Deanery is very uncertain at the moment; if a hospital is to be constructed within our area, chaplaincy will need to be provided. Within the Deanery there is already the Dorothy House hospice chaplaincy, albeit with support from outside Deanery resources.

Appendix 2 lists all the schools in the Deanery area. It can be seen that many of them are Voluntary Aided or Voluntary Controlled and require Foundation Governors, in addition ministry in our schools includes roles as leaders of Collective Worship, pastoral care of staff and pupils. These may not always be fulfilled by the same people, and may involve teams of lay and ordained.

The need for outreach to new estates in the Deanery area is recognised.

Deanery Synod has resolved to create a link with the Diocese of Kadugli in the Sudan and further work is required to establish how this should be developed.

### Objectives

The objectives of the plan so far identified are:-

- \* Consolidate what is good in the Deanery
- \* Work more closely ecumenically
- \* Build up vocations both lay and ordained
- \* Expand the witness of the Church in the community through mission
- \* Extend the presence of the Church in schools and in the workplace
- \* Liaise with the necessary bodies to establish further youth groups in the Deanery
- \* Develop a relationship with the Kadugli diocese in the Sudan

The three working groups will be responsible for the implementation of each of these objectives; they will monitor progress against them and report back to Deanery Synod periodically.

### Bradford

The Bradford Group Ministry has existed as a legal entity for over 30 years, reducing in that time from five incumbents to three, and adding the parish of Wingfield to the original group of Monkton Farleigh, South Wraxall, Winsley, Christ Church, Holy Trinity and Westwood. With three incumbents and seven parishes, its present staffing levels are adequate. Its geographical layout as a 'peninsula' partly surrounded by Bath and Wells and Bristol dioceses make it difficult to envisage alternative pastoral links between the village parishes. As a matter of policy, the Group has avoided having a formally constituted Group Council, but for a number of years has had an informal Council of the Incumbents and Churchwardens, with other clergy and Readers also involved.

- Regular meetings of the Group Staff and the Group Council are taking place to establish and effect useful methods of co-operation
- We have looked at the five themes in the model Deanery plan, and held a useful session with the Archdeacon on 'vision'.
- A working party of lay members has already met and planned two training events on Christian listening, as a first step in practical working together.

- The clergy have revived the practice of exchanging leadership of Sunday morning worship on a regular basis.
- With a particular need for the town parishes to work more closely together, they have put into place a pattern of shared evening worship, which will be reviewed after six months.
- Our churches are involved in Bradford Area Churches Together's support for a youth project, 'The Venue', in its affiliation to 'Faithworks' and the development of a Debt Counselling Service. A Pentecost Celebration is being planned for 2007, and the two town parishes organise and host the long-established and well-supported Good Friday Procession of Witness and the Advent Carol Service (both fully ecumenical).

Building on the present situation, the next steps planned are as follows:-

The incumbents concerned will develop plans with their PCCs for 'trailing' the proposal in the Archdeaconry Pastoral Plan to link Holy Trinity & Wingfield and Christ Church & Westwood. This could not come into effect until the next vacancy at Westwood and Wingfield, but there are real possibilities within the Group structure of testing this arrangement informally.

In the light of our experience of our shared lay training programme in February 2007, we will establish a programme of lay training to take advantage of our combined numbers. This will be in the context of much greater sharing of ideas and practice in our use of lay ministry.

The Group Council will produce detailed proposals for greater co-operation in ministering to schools and youth, and in mission and outreach. Within the Group structure, this is entirely possible, and would allow experiment before any long-term arrangements are agreed.

Because staffing within the Group is somewhat unevenly divided between the parishes we will develop further cross-parish co-operation over Sunday ministry. We are fortunate in the help of our retired clergy, but conscious that we should not make plans that rely on their help in order to succeed.

We will review the long-established Pre-Advent Bible Studies to see if we can attract greater participation from the village parishes.

Some of the parishes have already done work to foster OLM ministry, and we will try increasingly to develop this on a Group, rather than on a parish, basis.

The Group clergy will review their ecumenical relationship with other churches in the Bradford area.

The Group Council will prioritise the tasks it has set itself.

In the longer term the Group intends to focus on the immediate practical steps set out above, which would represent a major step forward. Longer-term and more ambitious plans will not be developed until tangible progress has been made.

### Melksham

A working group, representing all 8 churches, was formed in Autumn 2005 to examine the positive way forward for the former Melksham 'cluster' once the stipendiary post at Bowerhill had been lost, together with the scheduled demise of the Team Vicar post in Melksham in 2009.

Following several meetings of that group, the formation of a "Melksham Group" was proposed and this has since been ratified. This solution was based on the view that a group ministry with cross licensing was more appropriate for town and villages jointly than a team ministry. The loss of stipendiary posts in Melksham will require proactive support to Melksham from across the group. Specific responsibilities have been planned as follows:

- 1 Vocations to ordained and reader ministries allocated to Melksham town,
- 2 Lay training and discipleship to the Holt benefice,
- 3 Secondary education (and perhaps primary education) to Atworth with Shaw.

Whilst the Group has been formed to manage the reduction in numbers of stipendiary Clergy, the churches within the Group see this opportunity as a springboard to growth, developing a joint vision, working together in Mission and Evangelism initiatives, and sharing strengths and resources, as the congregations grow in faith and numbers.

Until a new incumbent is in post for Atworth with Shaw, it is difficult to agree detailed objectives to be accomplished in the five years of this plan. However, two preliminary objectives have been proposed at this stage, namely:-

1. To identify and encourage sufficient candidates for OLM, Reader and LPA ministry to cope with the workload in each benefice post loss of the Team vicar post in Melksham
2. Each Benefice to consider how work can be reallocated or the Benefice reorganised to free up Incumbent's time for the allocated shared responsibilities within the Group. Areas to examine could include:-

1. Streamlining and delegating administration
2. Reducing time spent in evening meetings
3. Encouraging lay people in pastoral care assistance
4. Reducing numbers of PCC and committee meetings requiring the attendance of stipendiary clergy

The ecumenical dimension is very significant, not only in Melksham town but also in the villages. The “Melksham Convention” took place during the Palm Sunday weekend this year and another is planned for April 2007; in the Holt benefice ecumenical activities such as the Christmas float, Holiday Club, Music in our Churches series, and joint 5<sup>th</sup> Sunday services are already in place. The Melksham church leaders (including Holt Benefice) participated in a successful 24-hour awayday in September 2006 and another has been planned.

Plans are in hand for the George Ward school to be relocated to the Devizes end of Melksham town; in addition a large Voluntary Aided primary school on the east side of the town is to be developed. This alteration of the centre of gravity of activity in the area has obvious implications for the Group. The building of a new Forest and Sandridge Aided Primary School gives St Andrew’s and the Melksham Team a unique opportunity of planning a worship centre in the new school.

While these moves will take some years to implement, it is important that any pro-active 5 year plan for the newly-formed Melksham Group should take this – and other growth opportunities, through new housing to hospital, retail and industry ministries – into account.

Thus, the need to develop lay vocations into OLM, Reader and LPA ministries becomes even more imperative.

### Trowbridge

Posts at Trinity and Steeple Ashton, Semington and Keevil have disappeared. Semington has developed close links with Hilperton benefice, which includes Hilperton with Whaddon and Hilperton Marsh with Staverton. *Keevil* has linked well with St. James, Trowbridge and Steeple Ashton is developing links with North Bradley, Southwick and Heywood. The plan currently provides for no further reduction in stipendiaries, but as vacancies arise there should be opportunities for any suitable restructuring. The Trowbridge group encompasses a range from a town centre, an urban priority area to rural villages, so different specialisms might be pursued along these lines.

Closer collaboration between Trinity, St. John’s, Upper Studley and North Bradley should lead to the development of wider ministries across Trowbridge, including community links.

Ecumenical links are key throughout the group, including participation in Christian Action for the Trowbridge Area. At Trinity relationships with Wesley Road Methodist church are evolving well.

The Hilperton benefice and Semington are undergoing a transitional ministry. The five churches are in discussion concerning the development and future of its places of worship and closer links are being structured between all the churches.

Both Semington and Hilperton churches are actively pursuing closer links with the Methodist church. In Hilperton there is a church sharing arrangement and in Semington the Anglican and Methodist congregations are discussing full unity, which could involve the Anglican minister assuming pastoral responsibility for the Methodists within the community.

St Thomas should develop its role in resourcing others in mission. The location of new housing in Paxcroft Mead, Staverton and West Ashton may provide opportunities for mutual support between St Thomas and West Ashton and the Hilperton benefice.

The role of St James as the Parish Church of Trowbridge is recognised and this civic role will continue.

Many lay vocations are being fostered through an ecumenical chaplaincy group which is identifying and training people for chaplaincy in a variety of settings, such as local supermarkets and the hospital. This approach to chaplaincy within the community is likely to grow with further individuals and locations already identified. There are many other ministries in the town which could benefit from greater attention, linked to different parishes, including County Hall, education and retail business.

We are conscious that the plan is a long way from conforming to the model that has been discussed, but we are very anxious that there should be greater ownership by the parishes of the plan, which seems to mean that progress is inevitably slow.

Appendix 1      Current holders of the various posts

**Bradford Group—7 Churches**

**Stipendiary incumbents:**      (3 posts)  
Bill Matthews                    -      could retire in 2009  
Ron Lowrie  
Howard Jameson

**Stipendiary Curates**  
Tristram Rae Smith            -      due to move 2008?

**NSM Priests**  
Paul Batson  
Barry Chapman

**Deacon**  
Angela Onions

**OLMs**                                      *None*

**Licensed Readers**  
Chris Charnley  
Andrew Desmond  
Graham Dove

**Readers with Permission to Officiate**  
Barrie Cundy                                      Helene Jennings  
Jim Jones    Malcolm Walsh

**Retired Clergy**  
John Burgess                                      Alun Glyn-Jones  
Peter Hardman                                      Bernard Hughes  
Ian Stanes    Humphrey York  
Karl Wiggins

*Maybe we need ... 3 more NSM / OLM priests and  
1 more deacon / reader to serve this Group*  
OLMs, NSMs, Readers In Training—none

**Dorothy House Chaplain**            -      Keith Crouch

## Melksham Group—8 Churches

### **Stipendiary incumbents: (3 posts)**

Andrew Evans

Martin Kuhrt	-	licence to 2009	} lose post
Derek Smith	-	licence to 2008	
Jill Perrett	-	arrival to be arranged	

### **Stipendiary Curates**

Caroline Nery – due to move 2008?

### **NSM Priests**

Simon Parrett

John Darling

### **OLMs**

(Priests) Ann Fielden  
Annie Wintour

(Deacon) Nick Lock

### **Licensed Readers**

Mike Lloyd

Anthony Matthew

### **Readers with Permission to Officiate**

Barry Scarlett

### **Retired Priests**

John Lefroy

Mervyn Drewett

### **Retired Deacon**

Ken Radley

*Maybe we need ... 4 more NSM / OLM priests and  
4 more deacons / readers to serve this Group*

## Trowbridge Group—15 Churches

### **Stipendiary incumbents: (6 posts)**

Maureen Allchin - licence to 2008  
Paul Barnes - leaves 2007  
Chris Brown - 65 in 2009  
Allan Coutts  
Beth Hutton  
Julian Parker

### **Stipendiary Curates**

Stephen Ball – due to move 2009?

### **NSMs**

(Priest) Francis Atkins  
(Deacon) Liz Gifford

### **OLMs**

(Priest) Tony Longdon  
(Deacon) Lionel Dove (from 4/12/06)  
(Training) Jacqui Clark

### **Licensed Readers**

Jane Gilbert	Angela Grist
Graham Leeder	Marilyn Stubbs
Malcolm Tedman	Catherine Warr
Martyn Whittock	Bernard Grove

### **Reader (Training)**

Richard Havergal

### **Readers with Permission to Officiate**

Geoff Adams	Enid Burden
Michael McHugh	Quin Whinton
Doreen White	

### **Retired Clergy**

Reuben Dunnings	Peter English
Des Whale	Philip Wall

*Maybe we need ... 11 more NSM / OLM priests and*

*1 more deacon / reader to serve this Group*

## Appendix 2

### **Educational Establishments within Bradford Deanery**

#### **Bradford**

Bradford Christchurch CE Primary	Voluntary Controlled
Bradford Fitzmaurice Primary	Community
Monkton Farleigh Churchfields the Village School <sup>1</sup>	Voluntary Controlled
Westwood with Iford Primary <sup>2</sup>	Community
Wingfield CE Primary <sup>3</sup>	Voluntary Aided
Winsley CE Primary	Voluntary Controlled
St Laurence School	Voluntary Controlled

#### **Melksham**

Aloeric Primary	Foundation
Bowerhill Primary	Community
Kings Park Primary	Foundation
The Manor Primary	Voluntary Controlled
Atworth Churchfields the Village School <sup>4</sup>	Voluntary Controlled
Broughton Gifford St Mary's CE Primary	Voluntary Controlled
Forest and Sandridge CE Primary <sup>5</sup>	Voluntary Aided
Holt Primary <sup>6</sup>	Voluntary Controlled
Shaw CE Primary	Voluntary Controlled
The George Ward School	Community
Stonar School	Independent

#### **Trowbridge**

East Trowbridge <sup>7</sup>	Community
Grove Primary	Community
Holbrook Primary	Community
Longmeadow Primary	Community
Margaret Stancomb Infants	Community
Newtown Primary	Community
Parochial CE Junior	Voluntary Controlled
Paxcroft Primary	Foundation
St John's RC Primary	Voluntary Aided (RC)

Studley Green Primary	Foundation
The Mead Primary	Community
Walwayne Court Primary	Community
Hilperton CE Primary	Voluntary Controlled
Keevil CE Primary	Voluntary Aided
North Bradley CE Primary	Voluntary Controlled
Semington St George's CE Primary <sup>8</sup>	Voluntary Controlled
Southwick CE Primary	Voluntary Controlled
Staverton CE Primary	Voluntary Controlled
West Ashton CE Priamry	Voluntary Aided
The Clarendon College	Community
The John of Gaunt School	Community
St Augustine's RC College	Voluntary Aided (RC)

\*Wiltshire College an FE college has its main campus in Trowbridge and an outpost in Melksham

#### Footnotes

1. Churchfields is a federated school which operates on two sites, one in Atworth and one in Monkton Farleigh
2. Westwood with Iford is in the designated area for Trowbridge John of Gaunt
3. Wingfield is in the designated area for Trowbridge John of Gaunt School
4. Atworth is in the designated area for St Laurence School.
5. Within the lifetime of this plan Forest and Sandridge will expand on a new site
6. Holt is in the designated area for John of Gaunt, Trowbridge
7. Within the lifetime of this plan a new school will be built in East Trowbridge  
Semington is in the designated area for George Ward, Melksham