

WIMBORNE DEANERY PLAN

2011 to 2016

Version 1

Deanery Standing Committee

INTRODUCTION

Goal

We can summarise the goal for the deanery plan as:- ***To seek before God and under the Bishop those mission, ministerial and stewardship functions of the Church of England in this place which are better shared between our parishes than conducted within them.***

There are fundamental functions specifically delegated to the deanery:-

- To ensure the mutual support of parishes for one another's spiritual care especially during periods of vacancy or sickness of parish staffs.
- To assist the diocese in fairly allocating the financial costs of the diocesan ministry between the parishes.
- To make proposals to the Bishops through the Archdeacon of Dorset as to how the ordained stipendiary staff shall be deployed.

Development of the Draft Deanery plan 2011-2016

This plan has been developed with the involvement of the Deanery Chapter and Synod

1. The process was outlined to the members of the Chapter in January 2012 and data collected from Church House databases and public statistical and planning documents for each benefice in the deanery
2. The draft reports were returned for review to each benefice incumbent and wardens and they corrected them and added missing data. They then assessed their own strengths, the local challenges and the headlines of their local vision and returned these to the editor.
3. The chapter met to identify the headline goals for the five year period in March 2012.
4. The draft plan has been produced on this basis.
5. To complete the plan, the synod and chapter will together define a series of projects to deliver each of these goals, one of which is to recommend the desired deployment of our clergy.

This document is the resulting product.

Although the original timetable was to complete the Deanery Plan by the Deanery Synod on 14 June, 2012, the Standing Committee feel more consultation is required and further discussion will take place as follows:

- 14 June 2012 - Deanery Synod – Sturminster Marshall (7.30 pm)
- 10 July 2012 – Deanery Chapter – Wimborne Minster (8 am)
- 27 September – Deanery Chapter - Alderholt (8am)
- 3 October – Deanery Standing Committee
- 8 November – Deanery Synod – final approval target -Verwood (7.30 pm)

WHO WE ARE; WHERE WE ARE

Wimborne deanery is the second largest deanery by population in the diocese with just under 90,000 residents (ONS). It is best viewed as part of the "Greater Poole" area (with Poole and Purbeck deaneries) whose population at 286,000 represents 33% of the diocese.

The deanery consists of the District Council area of East Dorset plus the large estates in North Poole in the parish of Canford Magna, many of whose residents look to Wimborne on the opposite bank of the River Stour as their social and commercial centre¹.

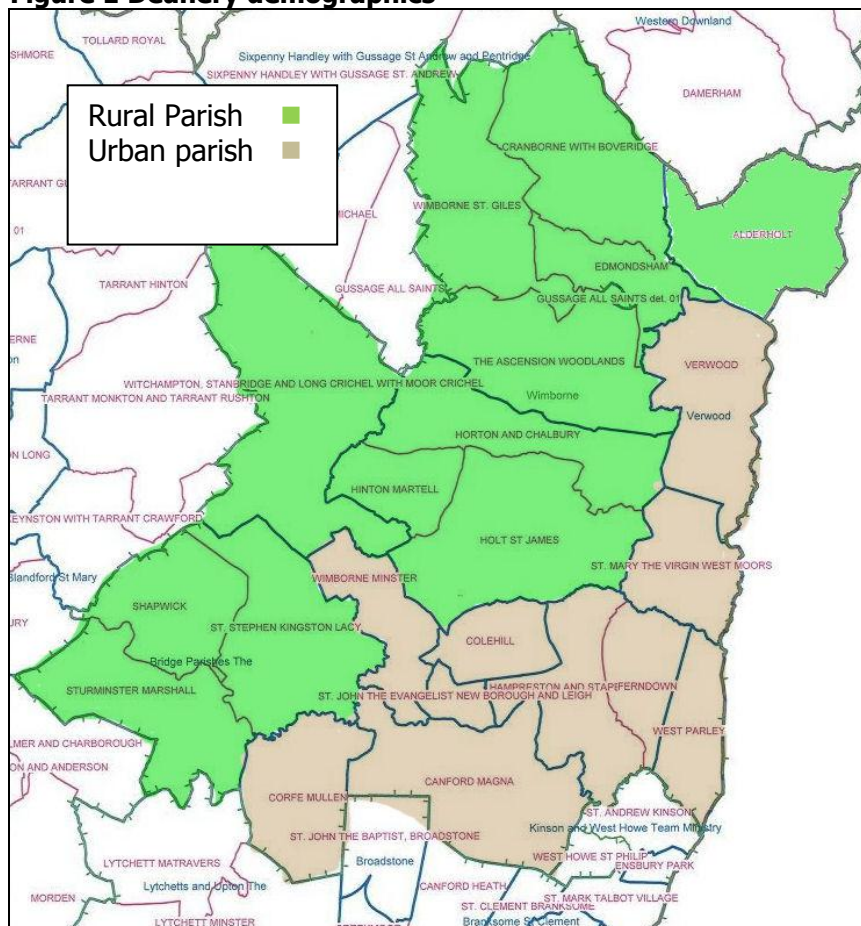
The deanery contains both urban and rural benefices with about 11% of the population in the rural parishes.

"An ancient and historic market town, Wimborne is the main centre for the District of East Dorset. Its history can be traced back to 300BC but it was in King Alfred's time that Wimborne was established as a town of importance.

The very beautiful Minster dates from the early 10th C, but much of the structure was built in the 13th C. In the Minster is the famous chain library and close by the Priest House, now a museum. The town's commercial importance is based on its industrial estates and their strongly represented industries of aerospace and telecommunications."

Dorset Data Book 2010

Figure 1 Deanery demographics



The deanery houses many in urban employment, including many commuters, as well as the typically high proportion of retirement families in Dorset. The quality of life is high without the extremities of wealth and disadvantage of the beachfront towns. Housing costs are high as is car ownership. The deanery is home to several long established landed families, including both those known for Conservative politics and radical social reform!

¹ In recent years the Parliamentary Boundaries Commission agreed with this view, grouping us into the constituency of "North Poole and Mid-Dorset"

Church life

Attendance; general

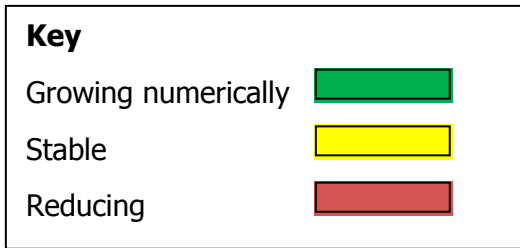
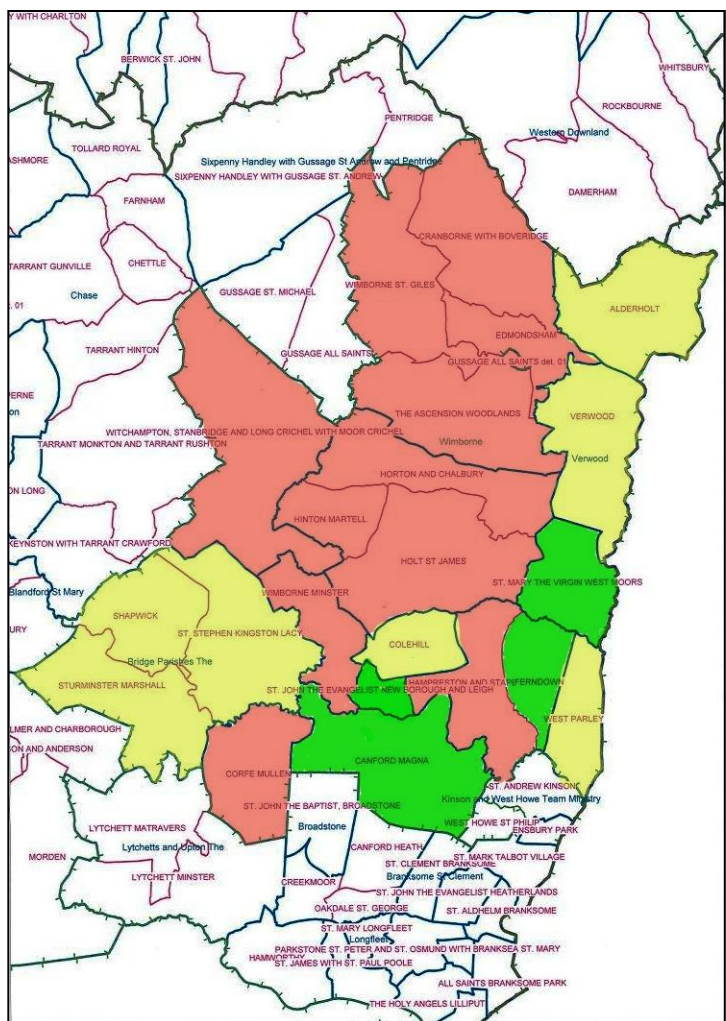
1. The deanery is one of only three in Salisbury Diocese who have grown in the last two years. Growth appears to have picked up since 2008.
2. Overall growth in membership and pastoral service at 1% per year is well above both the diocesan (-0.8%) and national C of E (-0.9%) trend of steady decline (2004-2010)
3. Like most of the nation (1.7%) however we are still claiming a small minority of the population attending church at 3.0%, so no complacency is either perceived or justified.
4. The summary data is below for 2004-11 with the latest roll and pastoral service data from the 2011 returns.²

Detailed data by benefice is attached in Appendix 1, and includes narrative descriptions of the local demographic and pastoral situation of each benefice.

Attendance by and ministry for young people (CYP³)

5. There are 20 church state schools in the deanery (4,017 pupils) and three independent schools with a Christian tradition (1,241 pupils).
6. 11,200 pupils attend schools in the deanery⁴, i.e. 47% of the pupils might expect a significant exposure to Christian thought and values.
7. Attendance by CYP in our churches is 497 (2010), or 2.7% of their population cohort. That comes from a small number of our churches, with 54% from the top 3 and 24% from one church alone.
8. There are 9 times more children in Church schools than in churches.

Figure 2 Benefice membership trends



² The shaded graphic classifications are based on the lines of best fit for FS data from 2004-2011

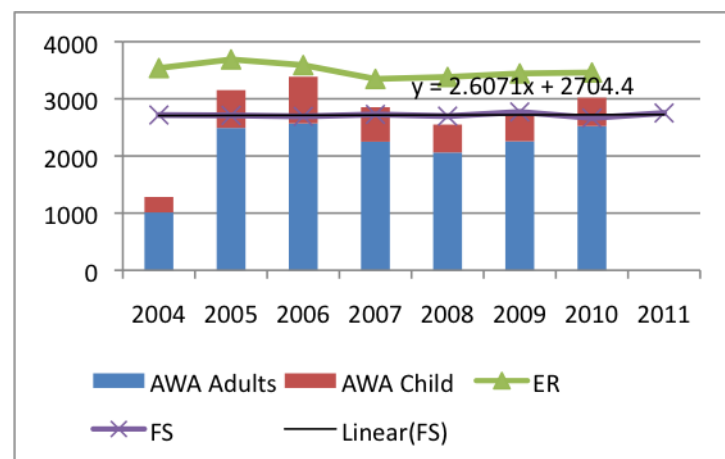
³ Children and Young People, i.e. under 18's.

⁴ Excluding pre-schools, for which the DfE publish no attendance data.

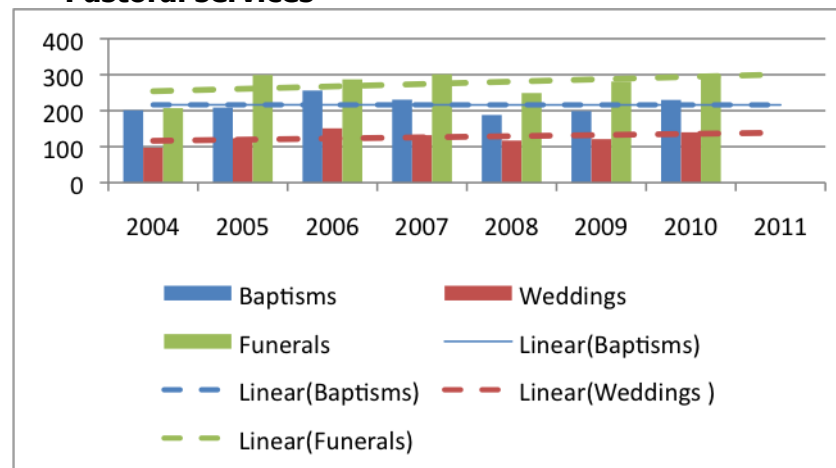
Table 1 WIMBORNE DEANERY: ATTENDANCE TRENDS 2004-2011 (Fairer Share)

<i>Benefice</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>
Alderholt: St James	100	101	116	107	111	115	107	111	111
Canford Magna: (Dedication unknown)	362	354	324	330	355	364	375	443	461
Colehill: St Michael & All Angels	134	134	145	134	135	148	126	156	136
Corfe Mullen: St Hubert	197	192	157	151	152	138	135	131	132
Quintet Group	100	99	95	98	95	98	92	87	106
Ferndown & Hampreston	410	389	419	472	473	476	476	456	454
Northern Villages	90	111	104	104	93	94	73	73	66
Bridge Parishes	66	83	90	95	75	99	93	88	72
Verwood: St Michael & All Angels	256	264	259	243	234	282	251	264	252
West Moors: St Mary the Virgin	101	108	109	112	111	116	128	154	148
West Parley: All Saints	140	133	132	145	156	135	134	135	135
Wimborne: St John	296	277	292	290	295	298	295	305	377
Wimborne Minster: St Cuthberga	419	419	407	392	374	372	356	326	268
Witchampton: St Mary & Cuthberga & All Saints	46	46	43	54	38	35	23	23	24
Wimborne Deanery	2717	2710	2692	2727	2697	2770	2664	2752	2742

Attendance and membership



Pastoral services



FINANCES

The finances of our benefices are in general healthy, with very few exceptions. We have reviewed the accounts of each benefice published in 2011, i.e. full year 2010.

Table 2 Benefice finances of Wimborne Deanery 2010⁵

<i>Income Total</i>	<i>Giving</i>	<i>Expenses</i>	<i>Reserves General</i>	<i>Restricted Reserves</i>	<i>Reserves Total</i>	<i>Share 2011</i>
2,507,947	1,446,789	2,412,210	2,216,841	1,631,753	3,848,594	925,073

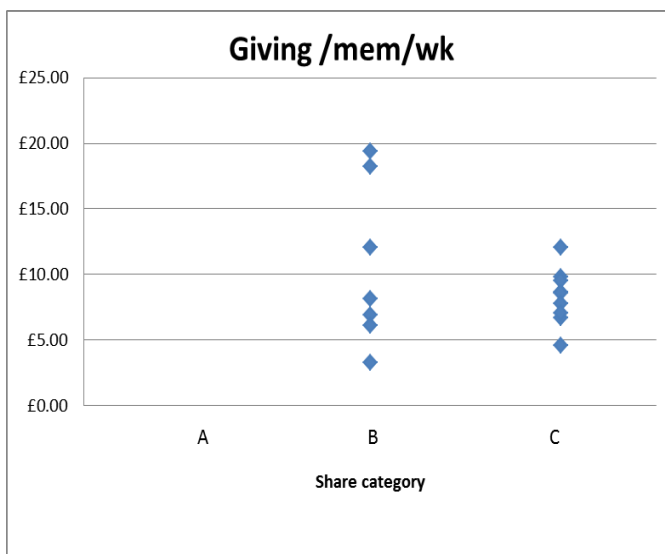
In aggregate our benefices are in surplus with healthy reserves, although the considerable investments in new buildings account for much of these. We collected almost 99% of the Fairer Share allocations in 2011 and expect this figure to be exceeded in 2012.

Wimborne Deanery contributes almost 10% of the Diocesan Fairer Share, and is the second largest contributor.

The average member in the deanery is regularly giving £10.44 per week, with £6.68 going to pay share. The total giving in 2010 was much higher, but mainly because of several large one-off building projects being funded.

Weekly giving varies widely however, from £3.29 to £19.40.

This suggests there is an opportunity to develop discipleship teaching on giving in some of our parishes, especially as the weekly giving of committed members does not correlate simply with share category. A critical review of the "self-assessed" share category would seem also to be called for; perhaps a process like examination mark moderation across the deanery would yield a little more consistent generosity.



⁵ Not all parish accounts have identical headings; this consolidation was done based on best estimates from the published accounts of PCC's.

STAFF PLAN AND ORGANISATION

Diocesan staff plan

The Diocesan strategy for staffing to 2016 is based on:-

1. The national plan to share clergy across the dioceses, and
2. A set of priorities for each deanery to reach this target across Salisbury Diocese.

The national plan is designed to allocate fairly the clergy available to us by 2016 to take account of gains (through recruitment into the stipendiary ministry) and losses through retirements and resignations. Over the next 5 years there is little we can change tactically to significantly amend either recruitment or retirements. The key feature of the strategy is to allocate clergy fairly between regions and between urban and rural parishes. In order to sustain the geographic balances we expect in urban areas to serve higher populations and average attendances per head of clergy than the national or diocesan average.

Diocesan staffing priorities

The priorities influencing our plan agreed by Diocesan Synod are:-

<i>Diocesan priority</i>	<i>Wimborne response</i>
Ensuring all posts are focused in mission through appointments and in particular the development of parish profiles;	Primary Deanery Goal is growth and the plan supports filling vacancies where there is a plan for growth.
Developing pioneer ministries;	Planning new mission posts at deanery level and encouraging Fresh Expressions of church
Resourcing Deanery Strategic Plans through making full use of all ministries, lay and ordained, stipended and non stipended.	This plan is our response based on a benefice by benefice analysis
Empowering deaneries to make decisions about the deployment of ministers locally	This plan will recommend a preferred organisation to the Bishop including a policy on vacancies
Recognising the need to develop other sources of funding for posts alongside Fairer Share and the common purse.	The plan considers the best ways to fund cross-benefice ministry, e.g. chaplaincies

The section of our plan which follows describes how we shall play our part in achieving these goals.

Parish clergy

The deanery currently employs a total of **18 stipendiary staff**⁶. We are within the national delegated target for clergy for 2016 (45-51 planning points⁷) with 50 points in line with the 2008 Diocesan Strategy. The Diocesan Mission and Pastoral Group have approved a plan to combine the Bridge Parishes with the Lower Stour parishes in Blandford Deanery which would mean that the parishes of Sturminster Marshall, Shapwick and Kingston Lacy would move to Milford & Blandford Deanery, along with the clergy post. The plan involves moving Queen Elizabeth School to Wimborne Minster Parish and the responsibility to provide chaplaincy would remain with Wimborne Deanery in January 2013. Two full time training posts, one at the Minster and the other at Canford Magna, will begin in June 2013, but they are not included in

⁶ We have included House-for-Duty posts as they "cost" us deployment points and housing costs.

⁷ See "The Strategic deployment of ministers in the Diocese of Salisbury ; 2008"

the points count. The chaplain to Canford School is funded separately and outside the target point count.

One of our Goals is to review 'Organisation' to discover whether there is a more effective way of delivering ministry, especially in the rural areas. A project team mainly consisting of the incumbents of the rural parishes intends to meet quarterly to explore possibilities (see project 5, page 11).

The total number of parish clergy is shown below, including NSM's and LLM's.

Table 3 Summary; Clergy and LLM's

	Incumbent Status	Training curates	Total Stip. Staff	House for duty*	Points	Associate Priests	LLM [Readers]	Total ministers
Now	17	1	18	2	53	16(+5 PtO)	12 (+5 PtO)	48 (+10 PtO)
Plan	16	2	18	2	50	16(+5 PtO)	12 (+5 PtO)	48 (+10 PtO)

Figures in brackets are those retired with Permission to Officiate
The Canford School chaplain is excluded from our diocesan staff roll.

*Both the House for Duty posts are in the 'Northern Parishes + Witchampton' parish team.

Sector chaplains

The following chaplaincies are linked with Wimborne Deanery; only Canford School's is funded

Table 4 Sector ministries

Sector / chaplaincy	Staff	Funding
Hospital Wimborne Hospital Trust chaplain (0)	Rector of Minster	None
Police (0.01)	Revd Andrew Rowland Revd William French	None None
Dorset Steam Fair (0.02)	Revd Andrew Rowland	None
Bournemouth Airport (Hurn)	Revd Charles Booth	None
Bournemouth Football Club	Revd Andy Rimmer	None
Canford School, Canford Magna (1FTE)	Revd Chris Jervis	Canford School

Lay staff and Lay Pastoral Assistants

Churches in the deanery employ 21.85 lay staff. 14.1 assist with worship and work with young people, and the balance are paid administrators. All data are in Full time Equivalents (FTE)

There have been nearly 100 LPA's licensed over the years. **This data should be treated with caution as the database has not been updated to include retirements.**

Table 5 Lay staff

Benefice	Lay pastoral staff	Lay admin staff	LPA
Alderholt: St James	1	1	4
Canford Magna: (Dedication unknown)	2.5	1.5	6
Colehill: St Michael & All Angels			6
Corfe Mullen: St Hubert	1	0.5	3
Quintet Group			0
Ferndown & Hampreston	1	1.75	3
Northern Villages			5

Bridge Parishes			0
Verwood: St Michael & All Angels	1.4	0.5	3
West Moors: St Mary the Virgin			9
West Parley: All Saints			4
Wimborne: St John	5	2	0
Wimborne Minster: St Cuthberga	2.2	1.5	20
Witchampton: St Mary & Cuthberga & All Saints			0
Deanery total	14.1	8.75	63

The focus of pastoral lay employees is aimed at young people, but with 4 (2.4 FTE) professional musicians employed by two churches.

Planned staff changes

A. Stipendiary incumbent status clergy

There are two incumbents (one House-for-Duty) expected to retire within the period of the plan, leading Colehill and the Northern Villages.

B. Non-stipendiary clergy

7 of our NSM's will reach 70 within the plan period, and a further 4 will reach 65. Their retirements from active ministry would reduce our NSM headcount by over 50% and our total clergy numbers by over 30%. Most of these are working hard presiding or preaching at one or more services per month. At least 4 are in full time employment as well.

We urgently need to develop a process to stimulate and test calling to the Self-supported ministry

C. Vacancy policy

In the light of the modest but steady growth of the deanery membership and as we are already within the staffing goals specified by the Diocese we recommend deployment of staff that will support our Deanery goals and encourage growth.

D. Curates in training (Stipendiary)

In recent years there has only been one stipendiary curate training in the Deanery in any one year. There are 8 stipendiary deacons ordained into the diocese each year, i.e. about 32 every four years. A figure of up to 4 stipendiary curates would be appropriate for a deanery of this size with 13% of the total diocesan population, assuming the serving of a four year title. For 2013, two Stipendiary curates have been allocated, one to Wimborne Minster, and another to Canford Magna.

Few deaneries offer such a capacity of training opportunities, with a wide mix of urban and rural parishes, staffed by incumbents of considerable experience.

E. Retired clergy (Permission-to-officiate)

There are 5 retired priests and 5 LLM's in the deanery with Permissions to Officiate, and a further two who contribute to other churches in the area. There is a Deanery Retired Clergy Officer who reports through chapter to the Rural Dean.

GOALS

The context of the goals in the Five Marks of Mission are:-

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth

Recall that this plan only aims at delivering those goals which parishes and their congregations cannot do on their own!

We are also charged with recommending the way we best organise the use of our clerical resources. This is not self-absorption but diligent stewardship of the leaders who will mark God's church with mission, justice and stewardship of the earth.

Synod priorities

The Deanery Synod has chosen 6 "Big Issues" for the period to 2016, following the analysis of the Benefice Summary Reports and a review of all the challenges our parishes have identified themselves.

- Engaging and reaching out, especially to the young/youth.
- Getting Men involved/ to church.
- Help people to see the relevance of engaging with God.
- Coping with cultures which see things/priorities differently.
- How to encourage connections across benefices - co –operation.
- GROWTH.

Goals of the plan

These condense into the following goals:-

- Growth and evangelism, specifically
 - Engaging in outreach to the young and
 - Engaging in outreach to men.
- Develop strategies to engage with or challenge the post-modern culture
- Review our organisation and
- Encourage collaborative connections between benefices

Implementing the plan

We aim to deliver the plan by creating a series of projects to address each of the themes for action. Pending agreement with Deanery Synod these will be:

- Team 1 Focus on children and young people (CYP)
Especially in senior schools

- Team 2 Focus on outreach to men

- Team 3 Focus on outreach and growth and develop fresh expressions of church to challenge culture
Especially targeted at entire families in smaller or shrinking parishes

- Team 4 Organisation development
Focussed on developing lay professional resources to drive growth especially in the rural parishes

- Team 5 Inter benefice cooperation
Focussed on finding efficiency savings and value gains in sharing lay volunteers

The above teams will all contain lay and clergy members. Leadership of these teams and members will need selecting by the Deanery Synod.

Each proposed project will be signed off by Deanery Synod and Chapter based on a formal plan identifying benefits to be achieved, the project management team, the budget and completion date.

The proposed list of projects is show below with a table showing how they will impact each of our chosen themes.

WIMBORNE DEANERY PROJECT REGISTER

No	Project name	Goal / benefits	Status	Project manager	Budget	Due date
1	Youth Bus	Create a sustainable meeting point with the young people of rural East Dorset	Proposal: Synod date 8/11/12	Andrew Roland		
2	Men's meeting; CVM day out	Create an environment for churched and un-churched men to meet and discuss matters of common interest including their faith and core beliefs.	Idea	Andy Rimmer		
3	Learning about Fresh Expressions with Paul Bradbury	To share best practise and experience concerning new ways of being church in a post modern culture and inspire ideas & action in the Wimborne Deanery.	Proposal: Synod date booked for 5/3/13	Chris Tebbutt		
5	Consider how Energising Local Ministry (ELM) may apply to our rural parishes	Release ordained ministry to focus on new areas of ministry and outreach	Idea. Quarterly lunches planned	Anne Gee		
6	Consider planting churches to reach those untouched by present services	Re-deploying energised church members from flourishing churches to those that are struggling.	Idea	Peter Breckwoldt		
7	Consider shared services across benefice boundaries	Make best use of worship opportunities without increasing clergy workload.	Already in place	Charles Booth		
8	Deanery visit to Sudan – Yambio diocese	Develop life giving links with parishes and church communities in the Sudan across the Deanery	Proposal: Synod 8/11/12	Vanessa Herrick		
9	Directory of deanery pastoral services (web site?)	Communicate information on pastoral services delivered by individual churches thereby drawing in deanery wide support	Idea	Ann Pollard		
10	Deanery wide "Open the Book" scheme	Create / strengthen links between churches and primary schools	Idea	Gillian Clarke		

Key to project status.

During its life a project starts as an informal **Idea** worth developing into a **Proposal** for Deanery Synod to approve so that it then becomes a **Plan** which is approved, funded, and has agreed leaders and a date when it becomes **Completed**.

IMPACT OF PROJECTS ON DEANERY GOALS

Project name	Children and Young people	Outreach to men	Outreach & Fresh Expressions	Organisational development	Inter-benefice cooperation
Youth Bus					
Men's meeting; CVM day out					
Learning about Fresh Expressions with Paul Bradbury					
Consider how ELM may apply to our rural parishes					
Consider planting churches to reach those untouched by present services					
Consider shared services across benefice boundaries					
Deanery visit to Sudan – Yambio diocese					
Directory of deanery pastoral services (web site?)					
Deanery wide "Open the Book" scheme.					

The project managers of each active project (= approved proposal) will issue brief written reports to each Deanery Synod. Brief means a succinct single paragraph to be distributed by the deanery secretary with the agenda for each meeting.

APPENDICES

The final version will include the following appendices, all of whose data is included in the Summaries returned by each benefice.

1. **Benefice Summaries**
Poole Councils, parish input
 2. **Wimborne Schools**
DFE registered pre-schools
 3. **Clergy**
Diocesan list October 2011; includes "points"
 4. **Benefice finances**
APCM's
- Extracts from Diocesan databases, ONS, Dorset and
Extract from DFE web site Winter 2011/12. Included
Compiled from published accounts approved at 2011