

ALDERBURY DEANERY

Strategic Plan - Annual Review of Mission and Ministry

2015-2021

1st revision : 28 July 2015 Version 2015.2
Approved by Deanery Synod : 9 June 2015 Version 2015.1

Previous draft approved by the Mission and Pastoral Committee: 19 May 2015

NEXT REVIEW: JUNE 2016

1 SUMMARY

This Plan 2015-21 provides a brief background to the Alderbury Deanery's strategic plan (para 2) and reviews (para 5).

It then says how we envision our life together over the next five or so years (para 3). In short

GREAT COMMANDMENT + GREAT COMMISSION = GREAT CHURCH

This plan mostly concerns changing attitudes and behaviours. Ours is a 15-20 year timescale because changing attitudes and behaviours is a long-term endeavour.

The Plan is intentionally brief on specific Deanery actions (or actions that the Deanery will ask the teams or parishes to take) because each team, benefice, parish, church and indeed, each individual is best placed to decide for themselves what to pray for and who and how they serve in their communities and beyond.

The Deanery and, in particular, the Mission and Pastoral Committee, will advise and assist when its contribution is sought and it will resource the parishes when it is the best organisational unit of the Church to do so. It will provide support and encouragement to Chapter, parishes and teams.

This Plan sets out our assumptions and expectations (para 4). We will review progress against Plan annually as outlined in the concluding section (para 5) of the Plan. These reviews will help us to know whether we have been following where the Holy Spirit has been leading us and how and where we need to change.

2 INTRODUCTION AND BACKGROUND

The Alderbury Deanery has had a Strategic Plan for Mission and Ministry for at least 15 years. The Deanery, through the Mission and Pastoral Committee, has used the Plan to guide and structure our thinking about the future and to position ourselves to respond to impending or anticipated changes.

The Plan has been most useful in connection with questions concerning stipendiary clergy deployment. A good example is the shared posts of Deanery Schools Enabler and Deanery Mission Enabler (2008-2014).

Strategic plans have, however, had a limited impact in bringing about changes to the nature of our life together compared with the work involved in drafting, monitoring and reporting against a detailed Plan with specific actions.

3 OUR LIFE TOGETHER: TO GROW IN DEPTH SO THE LORD CAN GROW OUR NUMBERS

3.1 The Great Commission and the Great Commandment

If we take individual and collective responsibility to live out the Great Commission and Great Commandment, we will have a thriving church. We believe that the clergy and lay people share responsibility and that we must learn to work together. Each of us must give of our best for the sake of the Kingdom.

We recognize that we suffer from shallow faith, low levels of “knowledge” and questionable priorities that do not reflect Kingdom values.

We live out the Great Commission and Great Commandment when we

- Love God through our WORSHIP and PRAYER
- Love our neighbour through MINISTRY and SERVING the people in our villages as an outworking of our faith
- GROW by making DISCIPLES and BAPTISING them,
- Are TEACHING and LEARNING together

We will, as individuals and as parishes, attend to

- *the quality of our worship and our prayer life together. We will learn to pray and to worship in ways that are appropriate to our contexts*
- *the genuineness of our ministry*
- *our enthusiasm and energy for making disciples*
- *the impact of our evangelism and our commitment to teaching and learning.*

Where possible we will worship, pray, minister, serve, teach and learn ecumenically.

3.2 Life Together

The Alderbury Deanery affirms its belief that the work and ministry of each member of the church counts. During the period of this Plan and beyond, it will support all of the clergy and take seriously the importance of lay leadership and of all the lay people to the health of the church. In particular, we will seek to develop the CULTURE and EXPECTATION that Lay people and Clergy work together in partnership and friendship.

We will pray for and work to

- *build a culture of discipleship where each person sees the need to learn and grow*
- *enable and equip lay people in their workplaces and communities to provide pastoral care, and for evangelism*
- *support clergy and remove the administrative and management burdens wherever possible*
- *simplify and streamline governance*

3.3 Changing the culture

We will:

- PRAY that we allow nothing to get in the way of knowing Jesus and proclaiming him
- that God will give us the strength to face difficult questions honestly and to challenge one another when we fall into old habits or bad practices.

SERVE others in our workplaces, communities and in the wider sphere in ways that are fit for purpose and context.

one another by committing to being willing to change and to adapt when it will help us to live out the Great Commission and the Great Commandment.

GROW by engaging in self-reflection and will do so at least annually as a Deanery in faith so that the Lord can grow our numbers

4 ASSUMPTIONS AND EXPECTATIONS

4.1 Clergy

During the period of the Plan, it is expected that

- the number of stipendiary clergy (5)¹ will not grow or shrink;
- the number of self-supporting and other non-stipendiary priests is unlikely to grow and may shrink;
- the Diocese of Salisbury (and Alderbury Deanery, in particular, given its proximity to Salisbury) remains a popular place to which clergy retire. Retired clergy will continue to take some services in the Deanery;
- the national and Diocesan ambition to increase the number of vocations to stipendiary and non-stipendiary ordained ministry is unlikely to have an material impact during the period of the Plan.

Our stipendiary ministerial deployment strategy for the term of this Plan is that there will be five stipendiary priests in the Deanery and one (transitional) house-for-duty post.

4.2 Other Licenced or Authorised Ministries

During the period of the Plan, it is expected that

- the number of active Licenced Lay Ministers (Readers) is likely to decline;
- licenced and authorised lay ministries of Lay Pastoral Assistants, Lay Workers and Lay Worship Leaders may increase. These ministries and the gifts and work of all lay people are vital to the ministry of the church in the Deanery;
- The national church and the Diocese have stated that they regard encouraging more lay vocations a priority. At the time of approval of this Plan (June 2015), however, there is little evidence that that affirmative action will be taken and funded.

4.3 Churchwarden and PCC officers

The Deanery and some parishes in the Deanery will continue to find it difficult to fill the important posts of Churchwarden, Treasurer, Secretary, Stewardship Secretary, members of the PCC etc.

4.4 Finance

- While Share increases in overall terms have remained modest, other expenses continue to rise. Some parishes will struggle to pay the Fairer Share and their other expenses even if Share increases are small

¹ As of 15 May 2015, there are two stipendiary clergy in each of the Forest and Avon and Clarendon Teams and one in the Bourne Valley.

- The Deanery will be unable to make up the shortfall for a parish which is unable to pay its full amount [but will make such contribution as it can].

4.5 Other important issues

- It is assumed that The Bourne Valley will get approval from the Archdeacon of Sarum to recruit a house-for-duty priest in the Bourne Valley. This post will be transitional.
- The area of Old Sarum/Longhedge will, for mission and ministry purposes, cease to be part of the Alderbury Deanery under a Bishop's Mission Order or other mechanism.
- The Deanery will continue to consist of several rural villages of diverse sizes. There may be some infill development during the period of the Plan but no additions to housing of more than [3%] are anticipated.
- The approach to ministry and mission will be that stipendiary clergy (and Rev Jane Dunlop and Rev Veronica Batchelor) will have the remit of a vicar, that is, will be responsible for the Cure of Souls and Pastoral Care of the people and church(es) within his or her area.
- Bourne Valley, Forest and Avon, and Clarendon are formally 'Team Ministries' under their [Pastoral Measures Act, 1976] resolutions. They operate as teams on different bases. The Bourne Valley is or will no longer a Team Ministry which requires a minimum of two stipendiary ministry posts.
- Clergy and licensed ministers may be deployed across the Deanery as necessary.

The Deanery will assist incumbents, parishes, benefices and Teams to alter their governance arrangements, processes and arrangements and will encourage them to revise their working arrangements informally wherever possible before undertaking a formal pastoral reorganisation.

5 ACTIONS: ARE WE FOLLOWING THE GUIDANCE OF THE HOLY SPIRIT?

At regular intervals, we – the parishes, teams and the Deanery - will

- a) consider developments in the Diocese, our own and neighbouring Deaneries and assess whether our assumptions remain valid or need to change;
- b) examine specific and timely ideas or opportunities (such as Festival Churches);
- c) consider steps that should be taken to bring about the shift in attitudes and culture that we seek;
- d) prayerfully consider whether we believe that we are still trying to follow where the Holy Spirit is leading us.

This plan will then be updated accordingly and the results of the review circulated to all parishes in the Deanery for comment and approval

The first review will be conducted by parishes and by the Mission and Pastoral Committee before being considered by Deanery Synod in June/July 2016.

ITEMS FOR REVIEW JUNE 2016

Mission projects in the Deanery/Deanery Mission Project

Reference: Deanery Synod meeting, June 2015 (cross reference: Strat Plan 5b)

Aim: Revive Alderbury Deanery Mission Project from January 2016

Actions: Determine the local and other Christian charities and projects supported by parishes

Responsibility Rev Jane Dunlop

Deanery Synod Representatives to provide information for analysis to Deanery Treasurer