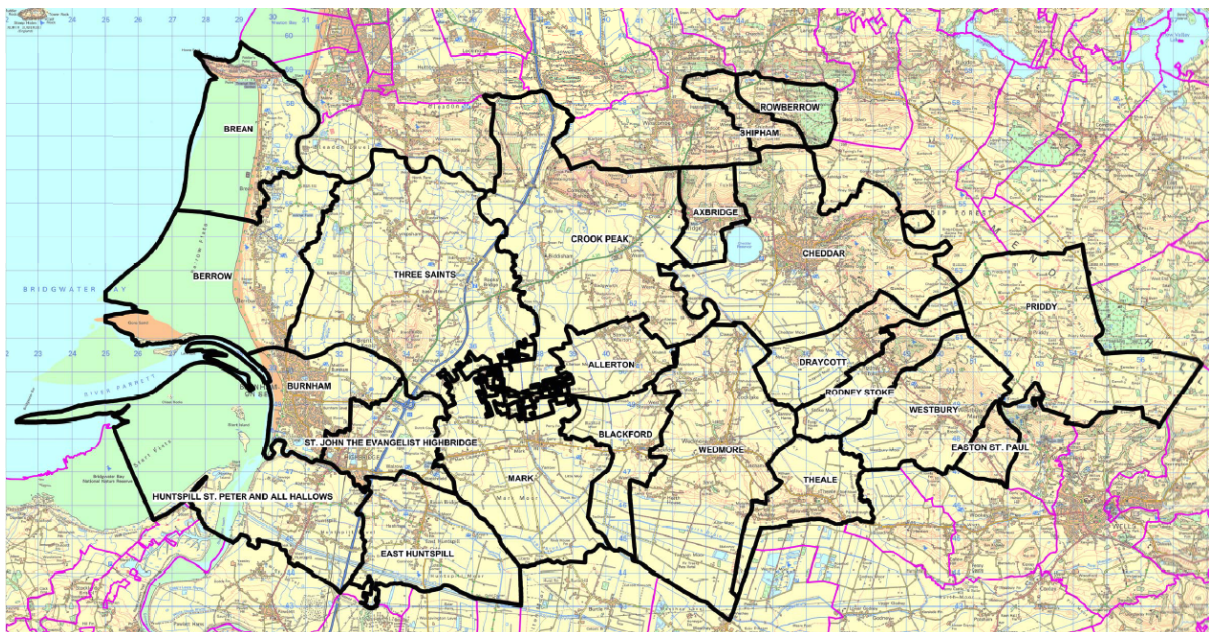




Deployment, Boundaries and Working Together

Building on Proposal 1 and Reflecting Feedback

Version 4.1



Givens

- ☐ God has held his church in this area throughout many centuries and he will continue to do so.
- ☐ We are in a period of decline and therefore it is hard to imagine anything else; but it hasn't always been and doesn't always have to be this way.
- ☐ We do have to move from 9 full time equivalent to 7 full time equivalent stipendiary posts. We may wish we didn't have to but we do!
- ☐ This shouldn't just be about clergy and how they are distributed.
- ☐ Change is difficult. There therefore needs to be time taken to adjust to any shock, consider the implications and respond carefully...and to be gentle with one another.
- ☐ Living out any plan is more important than setting it down and signing it off.
- ☐ We also have a Deanery Mission Plan (based around the five marks of mission)

Feedback from Deanery Synod of 22 March and parish presentations

- ☐ Splitting the deanery into two distinct areas was well received.
- ☐ There was a recognition that change has to happen and some sharing of ministry and worship is needed.
- ☐ There is an overwhelming desire to retain the connection between person and place and therefore beneficed clergy.
- ☐ Clergy are valued.
- ☐ Existing and traditional ministerial and church focussed roles are difficult to fill.
- ☐ Closing church buildings must be part of the conversation and potentially part of any way forward. *(Note – generally it is the case that people are receptive to church buildings closing unless it is theirs! So local requests to begin a conversation about the viability of a building must be entertained. But, although closing buildings may indeed allow more effective ministry and mission to flourish and mean that resources are less stretched, closing church buildings should be a local decision and not part of a formal deanery plan.)*

Proposal for Ministry

- ☐ Clergy to remain beneficed but there will therefore be the need to enlarge some benefices or have clergy licensed to multiple benefices.
- ☐ Changes are envisaged to every benefice with the exception of Highbridge, Burnham on Sea and Cheddar, Draycott & Rodney Stoke, either through being split, joining other benefices or being enlarged.
- ☐ All licensed clergy (stipendiary, SSM, MSE, HfD) and Readers also to be licensed to every other benefice within the half deanery (east or west) as associate priest (Clergy) or to every incumbent (Readers). This is likely to mean two Group Ministries.
- ☐ OSSMs and Readers to have a 'home church' and also a wider role within the half deanery. For their own wellbeing as well as that of the deanery they are to be used strategically, rather than as the equivalent of a supply teacher.
- ☐ A legal mechanism and structure to be found to ensure the following ways of working together across the half deanery are formed and maintained –
 - a) Clergy and readers to lead Sunday worship in another benefice every month; or one Sunday per month the half deanery comes together to worship.
 - b) gifts and passions to be utilised across the half deanery (e.g. music; schools ministry; ministry in care homes; evangelism)
 - c) regular meetings to support each other, pray and plan.
 - d) Any Training Curates to have a half deanery element within their role.
 - e) A 'Greater Chapter' of licensed ministers, LWAs, LPAs Administrator/s and Wardens to meet regularly to provide strategic oversight.
- ☐ Thought to be given to administrators being employed by, shared by and paid for by multiple benefices. This might mean one administrator role across each half deanery or at the very least some sharing. *(In*

Exmoor deanery one administrator serves four benefices and also undertakes some deanery administration).

- Streamlining and sharing of some other roles to be undertaken – specifically Safeguarding Officers; Building Maintenance and/or Oversight. These might need to be paid roles or outsourced.

Preferred DMPG Parish/Benefice Configuration

Eastern half –

Axbridge St John, Shipham and Rowberrow to become joined with Crook Peak into a benefice – *full time post*

Cheddar, Draycott and Rodney Stoke – *full time post*

Isle of Wedmore Benefice to add Holy Cross Mark; temporary oversight of Crook Peak until end of 2025 – *full time post*

PEW Benefice to join with Coxley, Henton and Wookey and move to Shepton Mallet Deanery

Western half –

Berrow and Brean plus Three Saints. *Full time post*

Burnham *full time post*

Highbridge *full time post*

Huntspills *half time post*

A note on timescale and implications for clergy where there is re-organisation

Some elements of any plan can become embedded quite quickly (cross licensing; structures for shared ministry and co-operation; advertising vacancy in Burnham on Sea). Some will necessitate consultation with interested parties (where pastoral re-organisation and changes to benefices are envisaged). Some will need steps on the way. Some may not happen until the end of the five year window.

We need to bear in mind that approved plans for pastoral reorganisation will have legal force. This may have profound implications for any clergy still within post at the end of the five year implementation period whose role within the plan has either been diminished or made redundant.