

HADLEIGH DEANERY PLAN

Pastoral Re-organisation
May 2015



HADLEIGH DEANERY PLAN The purpose of the plan

- + All deaneries in the diocese are required to have one
- + In a time of great change for the Church, the plan has to address the key issues
- + The plan should be a working document and progress monitored (in this deanery, by the Standing Committee)
- + It is overseen by The Archdeacon of Sudbury & The Sudbury Archdeaconry Mission & Pastoral Committee

HADLEIGH DEANERY PLAN The key issues

- + Less stipendiary clergy available
- + The ability to support the diocesan financial commitment
- + The population to be served - In this deanery c20,000 (10,000 in Hadleigh. The remained across 21 parishes)
- + The current situation:

HADLEIGH DEANERY PLAN The current situation

- + A vacancy in the Bildeston Benefice
- + A vacancy in the Stoke by Nayland & Nayland Benefices
- + Sabbatical (study leave) in the Elmsett Benefice (September to November 2015)
- + During vacancy & sabbatical the rural dean acts as the incumbent and with the churchwardens is the sequestrator. (September = 18 parishes)

HADLEIGH DEANERY PLAN Committed to working together

- + Previous deanery plan adopted by Deanery Synod and approved by the bishop's staff in January 2014
- + A commitment to working together across the deanery with porous benefice boundaries
- + Clergy & ministry teams ministering across the deanery
- + Expressed in an act of worship with Bishop David in March 2014

HADLEIGH DEANERY PLAN Agreed ways of working together

- + Preaching and teaching across the deanery
- + Clergy committed to the challenge of change
- + Maximise resources - joint marriage preparation
- + Training sessions - lay elders - Learning & Growing
- + Centralise administration (delegated to the clergy chapter)

HADLEIGH DEANERY PLAN Centralising administration

- + Primarily administration of the clergy
- + Releasing the clergy for priestly ministry
- + Centralising in an office at St Mary's Hadleigh
- + Bringing together our two current administrators (Claire Woods & Nicola Thorogood)
- + Officially from 1st June 2015 - The Hadleigh Deanery Office located in what was St Mary's vestry

HADLEIGH DEANERY PLAN Centralising administration (2)

- + Primary contact for weddings, baptisms & funerals
- + Completion of quarterly returns (fees to diocese & registrar)
- + Printing and copying facilities. Diary management.
- + Organisation and deploying resources, gifts and skills
- + Administrators employed by the diocese?

HADLEIGH DEANERY PLAN Centralising administration (3)

- + We have had to work quickly because of circumstances - the detail to be discussed and worked through
- + Estimate of 30 hours each week at £12/hour - £17,200 per year. At present Hadleigh alone contributes £9,600 and SBN & Nayland Benefices contribute £3,000. c£4,500 to found from remaining churches?
- + Set-up costs of rewiring/additional electrical and furniture.
- + A small working party to agree on financial proposals.

HADLEIGH DEANERY PLAN Reduction of clergy posts

- + Currently 5 full time stipendiary clergy posts
- + The archdeacon instructed a reduction to 4 (based on a population of c20,000), although negotiated to 4.5 - with immediate effect
- + 'Posts' may be used creatively - not necessarily full time or ordained

HADLEIGH DEANERY PLAN A model of ministry for growth

- + Diocesan Growth Strategy - Growing in God
- + Growing in Depth, Number, Influence, Younger
- + "I planted, Apollos watered, but God gave the growth."
(from 1 Corinthians 3: 6)
- + Not about 'rearranging the chairs on the Titanic'!
- + Not about closing churches

HADLEIGH DEANERY PLAN A model of ministry for growth (2)

- + IT IS ABOUT empowering, equipping, enabling, encouraging every church
- + IT IS ABOUT releasing stipendiary clergy to use their gifts, wisdom and vocational calling to deepen and grow the church
- + IT IS ABOUT realising that we are part of a 'bigger church'
- + IT IS ABOUT being realistic about the facts
- + IT IS ABOUT taking a positive and new approach

HADLEIGH DEANERY PLAN 4.5 Stipendiary posts

- + Working as one 'missionary unit' of 22 churches
- + Working towards dissolving benefices and gathering parishes in 'clusters'
- + Stipendiary clergy will have oversight of worship, pastoral care, mission and governance of a cluster
- + Parishes will know who their main priest is
- + Clergy working in a team - not exclusively on their patch

HADLEIGH DEANERY PLAN 4.5 Stipendiary posts (2)

- + Clergy team (with Porch Project Youth worker/s - Growing younger) will meet every week on Wednesday morning for worship, breakfast and business/organisation meeting. This replaces the existing monthly clergy chapter meeting.
- + Look at how ministers across the deanery meet (be informed, pray together etc.)
- + Releasing gifts, abilities, skills etc. across the deanery
- + Ministers working across the whole deanery. 50 in number.

HADLEIGH DEANERY PLAN Deployment of Stipendiary posts

- + Hadleigh Cluster (1 post - ? Training post)
- + Elmsett Cluster (1 post - Shared post - Sabbatical)
- + Stoke by Nayland Cluster (1 post - Vacancy)
- + Bildeston Cluster (.5 post - Revd. Liz Law 'House for Duty')

HADLEIGH DEANERY PLAN Deployment of Stipendiary posts (2)

- + Pioneer Minister (1 post - ?Hadleigh. A post to develop growth)
- + Raydon Benefice is to be dissolved with Raydon & Holton going to Hadleigh Cluster & Higham & Stratford St Mary to Stoke by Nayland Cluster whenever the present incumbent moves on.
- + Stratford St Mary 'looking to' Dedham?

HADLEIGH DEANERY PLAN Pioneer Minister

- + Originally planned to be based in Bildeston
- + Likely to now be based in east of Hadleigh - new building development extra 2,000 people.
- + A deanery post
- + Focus on growth areas: schools, young families
- + New ways of 'being church' (Fresh Expressions)

HADLEIGH DEANERY PLAN Housing

- + Retain The Deanery, Hadleigh (with sustainability plan)
- + Retain house in Elmsett
- + Sell house in Bildeston (as priest has own house)
- + Sell house in Nayland and relocate to Stoke by Nayland
- + Sell house in Raydon (when opportunity arises)
- + Purchase new house for Pioneer Minister (Hadleigh?)

HADLEIGH DEANERY PLAN Worship

- + Planned and overseen by the 'cluster' priest
- + Based on current patterns there are 20 to 22 acts of worship on a Sunday morning across the deanery. Attendance 2-70
- + We have an unsustainable and unrealistic pattern of worship
- + From January 2016 - 4th Sunday of each month each 'cluster' will have one main communion service (i.e. one act of worship)
- + From January 2016 - 5th Sunday of each month churches will be gathered for one celebration communion service in Hadleigh followed by lunch

HADLEIGH DEANERY PLAN Worship (2)

- + Worship is not just on Sunday - existing and developing other opportunities
- + Monthly cluster communions already in Bildeston & Raydon Benefices
- + Provide 'rest' for ministry team members & church officers
- + Quality (and creativity) of worship rather than quantity
- + An opportunity to encourage regular 'planned' giving

HADLEIGH DEANERY PLAN Governance

- + The General Synod - Reports on Reform & Renewal
- + Consultation with new diocesan bishop next week
- + Resourcing the Future; Resourcing Ministerial Education; Simplification; Discerning & Nurturing Senior Leaders
- + Simplification: simpler and clearer legislative framework
- + PCCs, office holders - freeing constraints

HADLEIGH DEANERY PLAN Governance (2)

- + As stipendiary priests have more parishes - need for new and creative means of governance
- + Agreed and committed to this in existing deanery plan
- + At a later date: PCC structures and how Deanery Synod works
- + General Synod Report: Released for Mission - How the rural church can grow

HADLEIGH DEANERY PLAN Minster Model

- + This model of ministry is known as 'Minster Model'
- + Ministry is centered on one main church (St Mary's Hadleigh) which works together with surrounding churches to equip, enable, encourage growth in depth, number, influence and younger in age
- + A number of examples in the country - although not of this size
- + A model, which since we began 3 years ago is endorsed by the bishop and bishop's staff
- + It is NOT about closing churches or sucking churches into Hadleigh but it is about empowerment.

HADLEIGH DEANERY PLAN Minster Model (2)

- + Lindsey Parish Church - currently in Bildeston Benefice
- + Operating as a 'Chapel of Ease' (A Festival Church)
- + Agreed unanimously by Lindsey PCC & Hadleigh PCC to begin process to amalgamate - The ecclesiastical parish of Hadleigh with Lindsey. One parish with two buildings.
- + St Mary's is fully committed: Holy Week Meditative Eucharist
- + Process begins officially in June at Archdeaconry Mission & Pastoral Committee meeting

HADLEIGH DEANERY PLAN Finance

- + A new way of apportioning 'parish share' is needed
- + A way of apportioning 'administration' is needed
- + Working group and proposals over coming months
- + No changes to current parish share for 2015
- + An agreed apportioning for administration (period of June to December 2015)

HADLEIGH DEANERY PLAN Urgency is required

- + To begin to stop the decline and work for growth
- + Reduce 'Chapel of Ease' parishes
- + Release the process to appoint stipendiary clergy/ministers
- + Requires trust and patience. Regular reviews.
- + We want to get it right, but we probably won't be perfect - a work in progress

HADLEIGH DEANERY PLAN What next?

- + A time for questions and clarification follows now.....
- + Conversations in parishes. Principals agreed - this is the detail
- + Pray - as individuals and as church communities
- + Brief your Deanery Synod Representatives. Be constructive.
- + Develop the plan and make decisions at the next Deanery Synod Meeting on 17 June
- + The Rural Dean and Lay Chair meeting with Archdeacon tomorrow morning