Shaping for Mission Phase Three

# Diocesan Vision Prayer

As we follow Christ in the footsteps of St Chad, we pray that the two million people in our diocese encounter a church that is confident in the gospel, knows and loves its communities, and is excited to find God already at work in the world. We pray for a church that reflects the richness and variety of those communities. We pray for a church that partners with others in seeking the common good, working for justice as a people of hope.

# What has already happened?

* Deanery teams have completed two substantial pieces of work: the deanery review and the vision setting document.
* Archdeacons and deanery synods, chapters etc have had access to the documents and should have been involved in the process

# Aim of Phase Three

* To honour the review and vision setting work the deaneries have done
* To engage with the visions discerned by the deaneries and to work with deaneries on taking them forward
* To translate the vision into actions and decisions where possible.
* To arrive at a deanery plan for each deanery which looks both missional and sustainable and which together, and along with changes in central sector, will allow a reduction of 1.75 million in the operating budget by 2023
* To note how deaneries’ visions may be supported by the diocese (e.g. through officer support, diocesan policies, diocesan vision)
* To note how deaneries’ visions collectively may be supported by lobbying of synod/National Church Institutions.
* As far as possible, to maintain momentum to keep the gains for deaneries who have worked collaboratively in Phases One and Two

# Who will do it?

The main responsibility for Phase Three will fall to Bishop’s Staff in consultation with deaneries and AMPCs

# How will we do it?

The first priority is to ensure that deaneries are heard; that the work that the teams and others have done is taken seriously and engaged with.

The deanery’s *vision* is for the deanery to own and develop with the support of others. How an agreed vision is resourced is a matter for decision by senior clergy. That resourcing includes pastoral structures, allocation of stipends and other financial resources, and organisational support and assistance.

Area Staff will be kept up to date as the vision work develops, and where helpful might be asked to, or choose to, engage with deaneries during the process. The visions will be articulated around the values agreed in the Diocesan Vision Prayer and Bishop’s Staff will be looking for visions which reflect those values.

## When the deanery team have completed the vision document:

After they have completed their vision document it will be sent to the Area Bishop and Archdeacon. The deanery facilitator will at that stage have a further opportunity to pass on to the Bishop and AD anything it might be helpful for them to know.

Area staff have opportunity to look at the vision documents and reflect on whether they seem to be in the right ball park, primarily asking:

Does it reflect the diocesan vision statement and the values it contains?

Does it envisage real change or is it trying to maintain the status quo? Is at least some of it workable with?

## Next Stage:

Area Staff then do some work with the deaneries vision, and categorise the different elements under three headings:

(1) possible immediately, or possible to start actioning immediately;

(2) possible over the next 2 – 3 years;

(3) not obviously possible.

Area Staff send the vision to relevant Diocesan officers for them to categorise elements of the vision that relate to their area of work in the same way.

Category (3) is discussed with deaneries to see if any of the things in this section could be tweaked or changed to make them possible and so moved to category (1) or (2). If necessary / helpful the review document can be referred back to.

Area Staff along with the Rural Dean and either the Shaping for Mission team, or a new group agreed between the Rural Dean and the Bishop and AD, begin to draft a deanery plan acting on everything in categories (1) and (2). They evaluate the plan using the questions:

* What would it be like for ministers (clergy and lay, stipended and not) to serve in the deanery as we have described it?
* If we put this plan into action, what would be the most significant changes in the deanery by 2025?
* Is this plan hopeful about mission in this place and faithful to the resources God has given us?

If the content of (1) and (2) doesn’t lead to any substantial change, Area Staff make additional suggestions about the possible shape of the deanery.

As the shape of a plan begins to emerge out of the vision work, area staff consult Bishop Michael about the plan in light of work in other deaneries and the desire for cohesion, although not uniformity, across the diocese. There will be an opportunity for members of Bishop’s Staff to consider the progress and character of the Vision documents at the BSM residential in November.

At this stage, if a formal *Deanery Plan* will be needed, the process of working towards that can begin.

Agreed plans are taken back to deanery synods, and in the case of formal *Deanery Plans*, through the appropriate consultations and governance procedure to enable them to be approved. The HR implications are worked out and timelines are agreed to implement any personnel or role changes.