

# Abbeydore Deanery Draft Pastoral Plan

## Overview



1. This consultative document is a summary of the Abbeydore Deanery Draft Pastoral plan version 6 and has been written to consult parishes in Abbeydore deanery and to help them in their discussions about the proposed changes within the Deanery.
2. The full document is available from Anne Lloyd, the Deanery Mission Coordinator so please get in touch with her to get hold of a copy available either by an email or hard copy. Contact details.
3. The plan was written to describe the journey that the people and clergy of Abbeydore Deanery have been on during the last four years. It is a result of consultations at deanery and parish level (full details are in Appendix 1 including answers to the questions raised at the September 2020 Gathering) and builds on the new ways of working that are already in place.

The Archbishop of York, Stephen Cottrell, summed up what we are about when he said recently '*we are the Church of people and place, not just congregations and parish church*' and we are trying to make this a reality in Abbeydore Deanery.

4. ***Why are we the Church across Abbeydore deanery?***

- So that we can join in with God's mission to reveal his kingdom on earth
- We do this by sharing, through our lives and actions, God's transformational and creative love
- God blesses and sustains us through our worship and then sends us out to be a blessing to our communities

5. ***How might we be that kind of Church?***

- By recognising that it's about loving relationships;
- By listening carefully to those both within and beyond our church communities
- By enabling and affirming everyone's God-given aptitudes and skills
- By loosening former structures to allow gifts and relationships to be shared across our deanery

It recognises the multiple challenges of; falling congregations; falling income; numbers of priests and Covid; and it suggests that the following options could not only meet these challenges, but more importantly allow us to join in with God's mission to reveal his kingdom on earth.

The draft plan explains some key ideas that underlie the plan;

6. **Oversight ministry.** This is a way of doing things where lay and ordained people work together in collaborative teams with the aim of enabling, training, developing and connecting everyone's ministry. It requires building networks of relationships. Because of the complexity of rural multi church groups, oversight ministry in Abbeydore must cope with a wide range of tasks, which will need a variety of skills and must provide continuity. These teams will be the face of the church for congregation and community in the areas where they are working.

7. **Mission Communities.** These are geographical areas of the deanery which are looked after by an oversight ministry team, led by a paid priest. We plan to have

three mission communities in the Deanery; one in the south, one in the east and one in the north west with roughly equally sized populations. These boundaries have not yet been finalised.

- Within each mission community there will be a series of clusters where parishes work together. This already happens in a couple of benefices: in the Borderlink benefice Moccas, Preston and Blakemere share services and in the Ewyas Harold benefice so do Kilpeck, St Devereux and Wormbridge. Each parish will decide which parishes to work with. There may also be clusters with a common interest for example Messy Church. By joining in partnerships, the parishes will provide mutual support so that they can all flourish.
- Each mission community will focus on mission in their local communities and will produce a plan by the end of June 2021. The mission community team will include worship leaders or enablers, pastoral visitors, some local church wardens, Messy Church coordinators, and ordained volunteer clergy and readers. At this stage we are not being prescriptive about membership.

**8. Where will paid clergy be working?** In 2021 two clergy are retiring. Hilary Morgan who currently looks after the Cagebrook group and Nicholas Lowton who looks after the Black Mountain group. A priest will be recruited to lead the Eastern Mission Community which will include most of the Cagebrook parishes; the Black Mountain parishes will join the Southern and Northern Mission Communities. Luci Morris, the priest currently responsible for the Borderlink benefice, and Mark Godson, the priest currently responsible for the Ewyas Harold benefice, will lead respectively the Northern and Southern mission communities. Jane Rogers, a volunteer priest, will act as the interim priest in the Eastern Mission Community until someone permanent can be recruited. We plan that mission communities will come into being in April 2021.

The current priest looking after the Wyedore benefice, Simon Lockett, will continue in that role and as Project Director for the Hub Community Centre at Peterchurch; the current funding for the Hub ends in October 2021 and Covid has complicated funding bids considerably. He will also focus on community development and outreach with an emphasis on encouraging the work of spiritual formation with events such as 'Stillpoint' as well as responsibility for mission projects including pilgrimage and retreat across the Deanery.

<b>Three Mission Communities</b>			
<i>This allocation of parishes is for consultation with each parish</i>			
	<b>Northern Mission Community</b>	<b>Southern Mission Community</b>	<b>Eastern Mission Community</b>
	<b>Parishes</b>	<b>Parishes</b>	<b>Parishes</b>
	Blakemere	Abbeydore	Clehonger
	Bredwardine	Allensmore	Eaton Bishop
	Clifford	Bacton	Kingstone
	Craswall	Clodock	Madley
	Cusop	Cockyard	Tyberton
	Dorstone	Dore Abbey	
	Hardwicke	Dulas	
	Llanveynoe	Ewyas Harold	
	Michaelchurch Escley	Kentchurch	
	Moccas	Kilpeck	
	Newton	Llangua	
	Peterchurch	Rowlestone	
	Preston-on-Wye	St Devereux	
	St Margaret's	Thrupton	
	Turnastone	Walterstone	
	Vowchurch	Wormbridge	
<b>Total Population</b>	<b>3,900</b>	<b>3,250</b>	<b>4,530</b>

**9. To complement the paid clergy, we have:**

- \* two volunteer priests Jane Rogers and Ann Hitchiner;
- \* a volunteer reader, Diane Bates, who will work with older people and take some funerals;
- \* an Intergenerational Missioner (Geri Miller) who will work in the new housing estates in Kingstone and Clehonger (in the Eastern Mission Community). This post is 75% paid for by the Church Commissioners and the diocese as part of the Church Commissioner funded intergenerational missioner programme to develop the church in these communities.
- \* the Deanery Mission Coordinator, Anne Lloyd. Anne is responsible for coordinating mission activities, communication and some parish administration across the deanery. This takes away a considerable burden from the paid clergy leaving them more time for mission activities and at the same time has greatly improved communication and project management across the deanery. We see this role as vital to the Mission Communities where the communication and coordination role will play a vital role in their effective development. We would like to make the post, probably split between two people, into the equivalent of full time as soon as we can find additional funding. Currently the post has a three-year funding agreement, 50% paid for by Rural Ministries, 25% by the Diocese and 25% by the Deanery. This arrangement ends in October 2021.

\* a deanery curate, Angie Kately, from July 2021 for three years. Luci Morriss will supervise her. The diocese will pay all her costs apart from her expenses.

## 10. **The Mission Projects**

The initial five mission projects have changed focus in the last year and they have been affected by Covid. Each Mission Project will be led by a small team responsible to the Deanery Leadership Team comprising clergy and lay people from each benefice.

- a) Children and young people – Luci Morriss
- b) Church and the community – being with the community where they are. We believe this will reach the missing generation through involvement with a variety of community activities such as Extinction Rebellion and green issues, pilgrimages, bread making, the food bank and so on – Simon Lockett
- c) New residents – work will focus on the new housing estates in Kingstone and Clehonger by the Intergenerational Missioner, Geri Miller and her knowledge will be shared in other parts of the deanery. Oversight by Hilary Morgan, then the Eastern Mission Community vicar.
- d) Work with older people; Diane Bates, a reader, who already works with the care home in Dulas produces a regular newsletter
- e) Communication, a stream run by our Deanery Mission Coordinator, Anne Lloyd
- f) Discipleship including pastoral care, enabling worship and growing leaders and Life Events. Oversight by Mark Godson with Jane Rogers
- g) Digital Church – we continue to organise an online service each week led by lay and ordained people. Mark Godson
- h) Buildings to continue the Mission and Mortar project, a Diocesan initiative to explore how we use church buildings ; this will be lay led

11. **Rural Dean** - Nicholas Lowton's term of office as Rural Dean ends in October 2020. To reflect the collaborative nature of the Deanery, the Bishop has agreed that the roles and functions of the rural dean will be held by the Chapter corporately.

## 12. **What steps do we need to change to become a church of people and place?**

The Deanery needs to become a Group Ministry to provide the organisational flexibility required.

**What does it mean to become a Group Ministry?** A Group Ministry arrangement, authorised by the Mission and Pastoral Measure 2011 will give us the organisational flexibility to allow clergy and lay people to collaborate (including the leading of services) across benefice boundaries. The parishes and benefices become a group and create a **Joint Council** to act in the area as a whole in such matters as the individual PCCs decide. The Joint Council has a legal identity and can employ people on behalf of the group.

### **Why have a Joint Council?**

- It enables mutual support and practical help, a shared plan of ministry and mission, the possibility of pooling resources, and undertaking initiatives which would be impossible for

one benefice alone. In this respect, it places a legal framework around all that Abbeydore Deanery has been working towards for the last three years.

- It gives the opportunity for PCCs to delegate some of their roles and responsibilities to the Joint Council enabled by the Church Representation Rules 2020; this could be an advantage to those who are struggling to fill parish officer roles.

PCCs will decide which of their functions and powers they wish to delegate to a Joint Council in advance of setting it up, as those details are required to be included in the scheme. Initially, the PCC's might choose to agree that the Joint Council takes over the **mission aspects** of their responsibility. This may then develop subsequently to include more powers if the PCCs wish to do so.

The option remains for PCCs to combine and become a single parish with two or more churches. Being in a group structure allows these alliances to happen more readily across existing benefice boundaries, but only if this is what the parishes want to do.

The Joint Council includes Deanery clergy and lay representatives. Every paid priest is a member of the Joint Council. It is up to the Group Ministry to agree their own guidelines on the number of lay representatives, how they are appointed or elected before the new scheme is finalised.

The Deanery will continue to exist as a body and it is still required to have a Deanery Mission and Pastoral Committee; the Group Ministry will cover the whole Deanery and the PCCs, if they decide to, can delegate the responsibility of the Deanery Mission and Pastoral Committee to the Joint Council. It will have a Deanery leadership team including the paid clergy and lay people.

The Joint Council feeds into the Deanery Gatherings; Deanery synod members will be asked to attend Deanery Gatherings (along with those who chose to attend the Deanery Gathering) so that the Deanery Gathering can become the Deanery Synod to conduct 'official' business.

The Deanery Gatherings have grown organically. The Lay Co Chair and Deanery Treasurer have set up a working party with terms of reference agreed at the September 2020 Gathering to report back to the next Gathering in January 2021. This group will work through the details of lay membership of the Joint Council, the Deanery Leadership team and the Deanery Ministerial and Pastoral Committee and their relationship to the Clergy Chapter. They will explore how the Gathering format should work including the incorporation of the Deanery Synod to take the Deanery through the changes of the next year and in the future. This working party is made up of the current lay members of the Deanery Mission and Pastoral Committee which includes a representative from each of the current five benefices and the Deanery Mission Coordinator, Anne Lloyd.

### **13. What happens next?**

- **The current round of consultations within the deanery** which started with the Gathering on 22<sup>nd</sup> September will continue at parish level. The answers to the specific questions raised at this meeting are included in Appendix 1
- **A copy of this summary** will go to the PCC secretary and the churchwarden(s) of every parish in the deanery by October 18th; each PCC is asked to discuss the document at a PCC meeting – virtual or in person – and to send their

comments to the Deanery Mission Coordinator, Anne Lloyd by December 10<sup>th</sup>. We are asking for a return from every parish to confirm that they have discussed the plan.

- **12<sup>th</sup> November 2020 7.30-8.30pm** an open zoom meeting will be an opportunity for anyone to ask questions and for clarification of anything in the plan.
- 15<sup>th</sup> December **the Deanery Mission & Pastoral Committee** will meet to review the comments and agree changes needed for the Deanery Pastoral Plan. This will be circulated by 7<sup>th</sup> January 2021.
- **14<sup>th</sup> January 2021 a Deanery Gathering and Synod will** meet to request approval of the Deanery Pastoral Plan.
- The draft Deanery pastoral plan went to **the Archdeaconry Ministerial and Pastoral Committee** in September 2020 and was noted subject to further consultations with the parishes in the deanery. Archdeacon Derek and the Bishop of Hereford are fully supportive of the direction in which the deanery is moving.
- **October 2020 The Deanery pastoral plan will be sent to the patrons** of all the parishes in the Deanery for their views. The patrons have a say in conjunction with the Bishop on the appointment of clergy to the Deanery.
- These views will be consolidated by 10<sup>th</sup> December and fed back to the deanery Mission and Pastoral Committee that meets on 15<sup>th</sup> December.
- The Deanery pastoral plan will go to the Diocesan Mission and Pastoral Committee/Bishop's Council in February 2021.
- The **three Mission Community boundaries** need to be agreed by the end of December in time for implementation in April 2021.
- The clusters within the Mission Communities may take a little longer and will be fluid depending on circumstances.
- As a way of accelerating **the development of lay leaders**, a year-long 'Growing Leaders' course will start in November 2020 led by the Archdeacon of Hereford, Derek Chedzey. 12 people from across the Deanery are booked onto the course. In addition, a variety of other initiatives to support mission in the parishes are being evaluated.

Appendix 1 includes details of consultations during the last four years and the answers to the questions raised at the Gathering in September.

### Appendix 1 History of consultations

Date	Meeting	Attendance	Matters consulted upon
14 <sup>th</sup> June 2016	Deanery Committee	8	Development of ministry in the Deanery. 4 paid ministers and 1 administrator
12 <sup>th</sup> August 2016	Deanery Project Group	10	Discussion of challenges faced,

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			decision for time and motion study.
August 2016	Memo to PCCs		Request information so that a Deanery Approach could be defined
29 <sup>th</sup> September	Deanery Committee	7	The way forward
11 <sup>th</sup> October 2016	Deanery Synod	51	Update on project
26 <sup>th</sup> January 2017	Deanery Project Group		Allocation of the 5 mission streams
15 <sup>th</sup> February 2017	Deanery Synod	52	MAP – Idea generation
2 <sup>nd</sup> March 2017	Deanery Project Group	7	Framework for deployment of clergy
25 <sup>th</sup> April 2017	Deanery Project Group	7	MAP - Development
8 <sup>th</sup> June 2017	Deanery Project Group	8	Mission and Growth as focus. Plan for consultation meetings
21 <sup>st</sup> June 2017	Deanery Synod	52	Deanery MAP and building strategy
1 <sup>st</sup> July 2017 – 19 <sup>th</sup> September 2017	Benefice Meetings		TBA
24 <sup>th</sup> July 2017	Deanery Mission Group	8	Funding for DMC role
19 <sup>th</sup> October 2017	Deanery Synod		TBA
20 <sup>th</sup> March 2018	Deanery Mission Group		Role of Pioneer Priest. Successful examples of merging PCC's.
16 <sup>th</sup> June 2018	Joint PCC meeting	30-60	Deanery Project Co-ordinator Roel. Joint PCC's working together
28 <sup>th</sup> September 2018	Deanery meeting		
11 <sup>th</sup> October 2018	Deanery Project Group	7	Growth Action Planning in Deanery
5 <sup>th</sup> December 2018	Deanery Mission and Pastoral Committee (Forest Mill)	8	Deanery Mission Action Plan
23 <sup>rd</sup> January 2019	Gathering at St Peter's Hub	42	Presentation about the work of each mission stream and feedback on each presentation
6 <sup>th</sup> February 2019	Deanery Mission and Pastoral Committee	9	Mission areas & Mission and Mortar.

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	(Clodock Church)		
6 <sup>th</sup> April 2019	Gathering at Moccas Village Hall	25	Mission & Mortar – Pilot project and use of church buildings for mission.
7 <sup>th</sup> May 2019	Deanery Mission and Pastoral Committee  (Kingstone Church)	9	Mission work at Deanery level. Advantages of Deanery being a legal entity.
9 <sup>th</sup> September 2019	Deanery Mission and Pastoral Committee  (The Stables)	7	Draft Consultation Document. Job descriptions for potential new roles.
8 <sup>th</sup> October 2019	Gathering at Madley Church	66	Consultation Document – Planning for the Future. What is going well? What can be built upon? What should be let go? What kind of co-operative clusters might work?
9 <sup>th</sup> January 2020	Deanery Mission and Pastoral Committee  (Blakemere House)	10	Committee Structure; Deployment of Personnel; Deanery Pastoral Plan.
28 <sup>th</sup> January 2020	Deanery Gathering at St Peter’s Hub	46	Presentation by lay members of their mission activities. Sharing of stories and ideas across the Deanery.
WyeDore 4 <sup>th</sup> February  Borderlink 12 <sup>th</sup> February  Cagebrook 15 <sup>th</sup> February  Black Mountains Group 20 <sup>th</sup> February	Benefice Meetings	100+	Facilitation of discussion about reshaping the organisational structure of our deanery, benefices and PCCs to fit new ways of working in the deanery, to meet the challenge of working with fewer clergy.

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Ewyas Harold Group 25 <sup>th</sup> February			
18 <sup>th</sup> August 2020	Deanery Mission and Pastoral Committee (Zoom)	9	Deanery Pastoral Plan. Discussion of Draft.
22 <sup>nd</sup> September 2020	Gathering	48	Presentations about the formation of the Deanery Pastoral Plan and opportunity to raise questions.

Questions raised at Gathering and responses provided via Deanery Update 25.9.20.

### Structure

**Q1.** *A diagrammatic explanation of the current deanery structure (from parish up to deanery synod) and the structure proposed in the DPP would be helpful, particularly information about how the Joint Council will relate to the work that currently goes on at PCC level.*

This will be prepared and included in the revised documents. (see below)

**Q2.** *Might the above, together with some points from the overview version of the DPP, be formed into a discussion document for PCCs?*

Yes, after the meeting of the Deanery Mission and Pastoral Committee on 6<sup>th</sup> October, where revisions to the DPP made as a result of input from the Gathering will be agreed, the revised draft of the DPP and overview version will be available which can be used as a discussion document for PCC's.

**Q3** *What will be the relationship between the Deanery Mission and Pastoral Committee & Joint Council?*

This will be shown in the diagram prepared in response to Q1 above.

**Q4** *Chapter and Rural Dean - how will this actually work?*

The Rural Dean is a Bishop's appointment. It is hoped that the roles and functions of this appointment will be held by the Chapter corporately with individuals exercising particular parts of the role as agreed with the Bishop.

**Q5** *What is the timing for the Joint Council? When will it come into being and how?*

An exact timeline is being prepared in consultation with the Diocese to meet the regulations. It is hoped that, if agreeable to parishes, responsibilities for mission activities may be delegated to a Joint Council with effect from April 2021. Further discussion could then happen regarding the delegation of other responsibilities as desired by PCC's from April 2022.

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Ultimately, we share in this desire as part of our Christian vocation. The new mission communities will focus on mission, and the DPP aims to further simplify structures and processes to release more time for mission.

### **Q6** *What happens to the finances of each parish if it joins into a group?*

Each parish can retain its own finances.

### **Q7** *Is the absence of the word 'Churchwarden' in the DPP deliberate or unintentional?*

Entirely unintentional. Churchwardens are a crucial part of the lay leadership group and the DPP will be amended to make specific reference to them.

## Mission

### **Q8** *How will we be able to present the Gospel more clearly?*

The Mission Action Plan will include greater detail about this. Ultimately, everyone will hold responsibility for doing this and the mission community focus which allows for simplification of structure will also allow for more time to communicate the gospel. Reducing clergy and others from admin and building responsibilities will also allow for a stronger mission focus in future.

In addition, courses will be available for everyone to participate in to learn more about sharing the gospel. For example, Setting God's People Free and Fruitfulness on the front line.

The Growing Leaders course which will begin in October also seeks to address this.

### **Q9** *What is the vision for services beyond clergy led?*

Worship will continue to be an important part of shared life in the deanery: it's a place of nourishment which sustains us as we all live out our faith 7 days a week. Across the deanery a significant proportion of services are led by leaders and the vision is to grow and develop this group and also to enable local ordained ministers to be trained within the deanery.

The MAP will reflect the progress that's been made in many parts of the deanery with teams of lay people leading a wide variety of worship on Sundays and midweek. It will outline the plans to enable more people to be involved, to receive training and support as part of their Mission Communities.

### **Q10** *What is the minimum age of retirement for employees within the Deanery?*

Church of England normal retirement age is 68. Early retirement is available if requested by an individual from age 55. Late retirement is available to a maximum age of 70).

### **Q11** *Would it not be an advantage to the Church if retired people were allowed to continue with their God given gifts? Will parishes be able to use retired clergy? If a parish wanted an extra service and had someone who would lead it, will this be permissible? ?*

Absolutely, and retired people bring an array of gifts, skill and wisdom to the deanery. Among these are a small number of local retired clergy who support the deanery by conducting some funerals, weddings and services. The current COVID-19 crisis, and the fact that those aged 70 are clinically vulnerable and at a

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higher risk of catching and displaying symptoms, is a reminder that future plans should be enriched by the ministry of retired colleagues but not dependent upon it.

However, the focus of the DPP is on developing mission communities and enabling the ministry of all so that local and specialist ministry can develop to ensure a full missional life in our communities that is not restricted to worship on a Sunday. Worship is part, but only part, of what we do as a deanery, with the wider life of the deanery being sustained and grown by local people active within the deanery.

Another consideration is that inviting retired clergy and others with PTO to share in the ministry and mission of the deanery isn't something a parish does alone or in isolation. We are already seeing the importance of the deanery - people, parishes, everyone working together and the benefits that are being gained through collaboration.

Our deanery agreement with any clergy with PTO in the deanery or nearby is that we recognise the permission they have been given by the Bishop, and invite them to support parishes by providing cover for leave or sickness absence by stipendiary clergy, and assisting with the ministry of life events where appropriate.

### Communication

**Q12** *How will the presentation this evening be shared with PCCs and all parishioners, and by whom? How are we going to get this plan over to all our parishioners?*

The Gathering presentations will be available on YouTube from Wednesday 30<sup>th</sup> September.

This will be advertised in the Deanery Update and via Parish News articles from November editions (The print deadline for October editions has passed.)

A detailed timeline is being prepared which will include details of information to be communicated and decisions to be made.

The meetings held in and for each benefice in February 2020 provided an opportunity for consultation and information sharing about new option of establishing a Joint Council. This information was then shared with all PCC's for discussion and response thereafter.

**Q13** *How are we going to get this plan over to all our parishioners?*

A detailed timeline is being prepared which will include details of information to be communicated and decisions to be made involving every PCC member

**Q14** *Could there be details of the geography, parishes and Benefices within the Deanery.*

This is contained within the full plan.

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**Q15** *Could each church please have information about where in the deanery worship is each month?*

Details of services for are included in the Benefice Newsletters for the relevant area of the Deanery. Services for each Sunday are included in the weekly update. At the current time the Update provides service lists on a week-by-week basis due to the changing government guidance because of Covid-19.

The details are also on the A Church Near You website for each church and will appear in the events section of the deanery website when this goes live in the next few months.

**Q16** *How can we reach the general population who may not attend meetings or even church very regularly but are concerned with and about their local church? (this question partly comes as quite a few people local to us have mentioned that they were sad, but understood, about churches being locked during lockdown. It turns out quite a few use the church on relatively regularly as a place of peace although wouldn't say they were 'religious'.)*

In these times of frequent change, we aim to keep those beyond our church communities informed through a variety of means including:

Benefice newsletters

Posters displayed in church porches (showing opening times for private prayer (if applicable), opening times of other churches, details of how to find out more information if they wish.

Deanery emails/postal mailings.

Facebook

Instagram

A Church Near You Website

And soon, our own deanery website.

**Q17** *Please could question/ discussion time be longer?*

Yes, next time it will be. It is also hoped that additional opportunities can be provided e.g. a monthly Deanery Pastoral Plan Surgery where questions can be raised, and discussion happen.

**Q18** *Anglican language a problem and needs to be de-mystified and the number of names and acronyms in the DPP is problematic.*

The plan and overview will be reviewed to address this point.

### Clusters and Communities

**Q19** *How will the clusters be formed?*

*Who will be the driving force behind the creation of clusters, and/or joint PCCs?*

Individual PCC's will be the driving force. Parishes will decide who they most closely relate to, who they might best work with and whether they wish to formalise any arrangements agreed. Some clusters may already exist and Chapter will maintain an encouragement role in the process.

**Q20** *How do we arrive with the right groups and the right ministry in the right place*

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*Will consideration be given to the age profile of parishes that form clusters as this might be a challenge to both their future and their success?*

These will be matters for prayer and discernment and a parish's choice of cluster partner(s) will be dependent on a number of factors, including the age of the congregation and its leadership team.

It is also likely to be an ongoing process to achieve the right groups, ministry and place and the advantage of forming mission communities, as opposed to re-drawing benefice boundaries, is that the mission communities can be agile and flexible and responsive to change.

**Q21** *How big will each Mission Community be? Will they encompass the whole deanery?*

There will be 3 Mission Communities of roughly equally sized populations and they will cover the whole deanery. The work of the mission stream will be evident in each mission community.

**Q22** *Where will the churches, parishes and ordinary people fit in?*

All these groups will be within one of the mission communities and the details of how they will operate and inter-relate will be found in the Mission Action Plan which can be finalised once the DPP is agreed.

**Q23** *What impact does the DPP have on how we worship?*

As explained in the answer to Q9 above. The DPP is intentional about ensuring a missional community 24/7 and that worship is an important part of a greater whole.

**Q24** *How does the deanery feel it can deal with those for whom the removal of a parish will be a challenge?*

The removal of any parish is not proposed within the Deanery Pastoral Plan. The plan seeks to create clusters of parishes. All parishes will be able to join the cluster that they feel is most appropriate to them. Pastoral care of both people and place is vital and this is integral to the plan.

**Q25** *What about building use? Especially as there may be less services in each church and it seems a waste of beautiful community spaces not to be used more.*

The participation of 10 churches in the recent Mission and Mortar project, and the individual church projects that are occurring at various parishes in the Deanery provide evidence of both the imaginative uses of buildings and the commitment to involve the wider local communities.

### *Personnel*

**Q26** *How will the new curate work?*

Angie Kateley, the curate who will join us in July 2021 will work across the Deanery with Rev Luci Morriss as the named training incumbent and with input from other members of the Chapter. Angie will have a dual role: a specific ministry to an area of people and responsibility for a mission stream.

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The geographical area in which Angie will work (and most likely housed) will be discerned over the coming months and announced at the Gathering in April. Whether Angie undertakes a new deanery-wide mission stream, or supports on of the existing streams, will be discerned after her arrival and after she's gained an understanding of this context.

### **Q27** *What does Simon's role at Peterchurch involve?*

The document – The Hub Sacred & Secular, Executive Summary which can be sent to you, provides detail about this. Although it is pre-Covid 19 this is what they intend to return to. At the moment a great deal of time is spent on managing that return as well as the helpline partnership which is seeking to develop another funding bid based on therapeutic services for well being through the newly delivered primary care funding that will come directly through surgeries in the Deanery with the aid of social prescribing.