

The Diocese of Southwell & Nottingham
DEANERY FUTURES & KEY LEADERSHIP POSTS
Frequently Asked Questions (FAQs)

This document seeks to respond in question and answer form to recent requests for clarification surrounding the future deanery mission strategy across the Diocese.

1. What is the vision?

A Diocese seeking at all levels to advance the Kingdom of God by

- implementing its core values of *Discerning God, Enabling Change, Valuing People and Serving Communities*;
- joining together in the Mission of God in communities, networks, structures and institutions in City and County through partnerships between clergy and lay, churches and communities, churches and public bodies, churches and other Christian denominations;
- partnership and engagement with other faith communities;
- using all its resources as effectively as possible.

2. Why is 2012 the key target date for strategic planning in terms of clergy deployment?

This is the latest year for which we have a nationally predicted figure for the number of stipendiary clergy available to us as a diocese. That figure is **150** Full Time Equivalent (FTE) posts. As we get closer to 2012 the figure may vary very slightly but it is the one we are using for our shadow planning.

3. What is a Key Leadership Post (KLP)?

Such a post holder exercises spiritual, pastoral and strategic leadership in a designated community area (parish, deanery or network) as agreed between the deanery leadership team and the Bishop's Staff of the diocese.

4. Why 100 KLPs?

This is, in round figures, the minimum number of stipendiary clergy we believe we need in key leadership posts **in the deaneries** by 2012 to carry forward our vision. The actual number for 2012 could conceivably be several above this, although it is unlikely to be below. This does not preclude SSM and lay key leadership posts in addition to the 100 (see section 6)

5. What about the other approx 50 stipendiary clergy available for 2012?

These currently consist of 3 types of posts:

Diocesan leadership	Institutional leadership	Assistant leadership
<i>Bishops (2)</i>	<i>Residentiary Canons (2)</i>	<i>Associate Priests (8)</i>
<i>The Dean</i>	<i>Chaplain to Commerce</i>	<i>Stipendiary Curates (24)</i>
<i>Archdeacons (2)</i>	<i>Chaplain to the Deaf (0.3)</i>	
<i>*Diocesan Chief Executive</i>	<i>University Chaplains (2.75)</i>	
<i>Dean of Women's Ministry (0.3)</i>	<i>Rainbow Project Officer (0.5)</i>	
<i>*Director of Ministry (0.7)</i>		
<i>*Director of Education</i>		
<i>*Canon Missioner</i>		
<i>Director of Ordinands</i>		
<i>*Director of Training</i>		
<i>*Bishop's Chaplain</i>		
<i>*Urban Officer</i>		
<i>*Rural Officer (0.2)</i>		
<i>*Wardens of Readers (1.5)</i>		
TOTALS	6.55	32

This current overall total of **53.25** posts is likely to reduce by 2012.
The posts marked with an * could be filled by clergy or laity in the future.

6. Are stipendiary clergy the only ones who can hold key leadership posts?

No, some Self Supporting Ministers (SSMs) and some lay ministers are qualified for deployment to such posts but their number is small. Every SSM or lay person appointed to such posts will be in addition to 100 stipendiary clergy and will be an extra cost to the diocesan budget.

Some diocesan leadership posts (extra to the stipendiary clergy) are already occupied by SSMs or lay people:
SSMs - *Chaplain to SSMs, Tourism Office, Chair of the Board of Education*
Lay - *Children's Officer, Youth Officer, RE Adviser Schools, Lay Evangelist to the Deaf, Director of Social Responsibility, Director of Communication, Director of Finance, Director of Parishes Funding, Director of Property, Director of Care of Churches, Chair of the Finance Committee.*

7. Must the strategic leadership posts be parish based?

Not necessarily, they can be cross deanery, cross cluster or non geographical (ie. network based). They could be posts attached to schools, other educational institutions, commerce, industry If we are to engage in mission at all levels some will need to be deanery or diocesan posts or based in other institutions and networks.

8. Does this mean less ministry in parishes?

It may mean less stipendiary clergy, but we have many other forms of ministry such as SSMs, Readers, Recognized Lay Ministers (RLMs) and our diocesan values mean we must make proper arrangements to continue mission and ministry in local communities. It will mean more team working and collaboration through clusters and deaneries.

9. Where does the Mission Development Fund fit into all of this?

The Mission Development Fund resources creative projects which cohere with the four diocesan mission values. Any salaried posts relating to these projects would normally be filled by lay people and not stipendiary clergy.

The Mission Development Fund is not a way to supplement the number of stipendiary clergy in a deanery.

10. Why are deanery boundaries being considered?

Review is necessary due to strategic viability and partnership concerns. Some smaller deaneries are on the edge of sustainability in terms of clergy numbers, lay leadership, support and resourcing. If we are to join in with the mission of God at all levels through partnership we need to seek a better fit with other denominations and other agencies and to have some ministers whose main focus is wider than the parish. Other local sociological factors also commend boundary consideration in certain cases.

11. Who will define new deanery boundaries and decide on which parishes may need to change deaneries?

We hope that the Deanery Mission Action Plans, due to be finalized in boundary terms by 30 April, 2007 will offer the Bishop's Staff team clear aspirations from each deanery. Where those aspirations conflict the Archdeacon concerned will negotiate with deaneries and parishes involved to resolve matters. In essence the priority of local decision making will be the major factor deciding most boundary changes. The Diocesan Bishop and his staff will only get involved strategically as necessity requires. Final boundary changes must go to the Bishop's Council for approval.

12. Do deanery and parish boundary changes need to go to the Privy Council?

No, they can be resolved locally under the authority of the Diocesan Bishop with the Bishop's Council acting as the Pastoral Committee.

13. What about alignment with ecumenical boundaries?

Each deanery leadership team has been requested to consider ecumenical boundaries and consult with partner churches within its area, especially the Methodist Church with whom we are now in Covenant. If time scales allow such boundaries can then converge as far as possible.

14. How do SSMs and Readers seek re-deployment within the new Deanery leadership strategy?

After consulting their incumbent SSMs should seek an appointment with their Area Dean in the first place and subsequently with the appropriate Archdeacon to discuss.

Similarly for Readers: incumbent and Area Dean, but then consulting the Warden/Deputy Warden of Readers in place of the Archdeacon.

15. Are central/diocesan posts being scrutinized and why do we have so many Directors?

Yes, central posts are being scrutinized in two ways: through departmental reviews at Dunham House and also as vacancies arise.

Most Directors are heads of departments within the Dunham House resource team. Those departments are currently Ministry, Education, Social Responsibility, Communications, Finance & Administration, Parish Funding, Property and Care of Churches. The Diocesan Chief Executive has instigated a system of rolling departmental reviews during 2005/6. Currently five of the nine departments have been or are in process of review. The intention is to reduce the number of departments gradually from 9 to 6, each with a Director. It would be extremely difficult to resource the diocese with less than 6 departments, both from a strategic and especially a legal perspective.

16. Why are clergy appointed to central posts that could be filled by suitably skilled lay people e.g. Chief Executive, Director of Education, Director of Training, Warden of Readers etc ?

There is no policy indicating that clergy should always fulfill these roles. These posts are and have been in the past open to both lay and clergy candidates. It is simply that most recently clergy have obtained these posts in equal opportunity competitive interview processes.

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(members of the Deaneries Task Group) Sept 2006*