

Portsmouth Deanery Plan (**proposed Feb Synod 2021**)

The Diocese is reviewing its strategy and vision and is engaged in a process of transformation over the coming months. There is an agreed process for this which involves and engages deaneries and parishes in a dialogue with the Bishop and those who advise him.

Portsmouth Deanery has prepared for these discussions in the following way:

- The Deanery Standing Committee considered the current Deanery Plan. This was always envisaged to be an evolving and developing document. It was regularly reviewed and revised as situations changed and sought to identify areas in the Deanery to be addressed. These areas will be considered as part of the consultation and revision of the Plan.
- The **Deanery Synod (Nov 24th)** commented on and endorsed the current 'vision' part of the Deanery Plan (see below) – this meant we can be confident that we are moving forward together with a common understanding of what we wish to be as a Deanery.
- The Clusters – were then invited to explore together what needs to be addressed and developed in each Cluster and across the Deanery in the light of this 'vision' and the Diocesan process. It was decided to split the Northern Cluster into two parts – Island and Mainland. Each grouping was offered a facilitator from another Cluster in the city.
- We are grateful to all the Parishes who fully engaged in discussions over 2 meetings as well as work outside of those meetings. We also are grateful to the 4 Facilitators (Kathryn, Debbie, Allie, and Simon) who were supported by Catherine Edengborough
- The Standing Committee reflected on the report back from each area and have produced the following report for the Deanery Synod to consider on Feb 22nd. This will form the basis of the presentation by the Dean Team (Paul, Allie Bob and Irene) to the Bishop, Archdeacons and Diocesan Secretary on Feb 24th. This will begin the next phase of the discussion and dialogue.

On Feb 22nd please come to Synod having considered the following:

This Deanery Synod has endorsed (Nov 24th, 2020) the statement in our Deanery Plan that:

As a Deanery we share the vision of the Diocesan strategy 'Live | Pray | Serve'

We will equip people to live as disciples of Christ, growing in faith, responding to God's call, bearing witness to the gospel, and connecting their faith with their local, national, and global context.

We will pray, individually and as members of vibrant, open, faithful and growing worshipping congregations, where gifts are recognised and shared in ministry; we will pay particular attention to drawing young people, and new Christians into communities of faith.

We will serve communities and society together, seeking the transformation of the world in justice and peace, speaking the gospel in the public sphere, and promoting the common good in this place.

We also share the Diocese's desire to grow in depth, impact, and number, so that more people love the Lord their God with all their heart, mind, soul, and strength; more people love their neighbours as themselves; and more people join us in going out to make new disciples and to make disciples of all nations.

Our life together will be marked by being courageous, collaborative, generous, resourceful and pioneering.

The Deanery in 2020 reaffirmed its commitment to its vision and objectives (in our current plan initially agreed in 2015 and reaffirmed at Synods and Standing Committees in 2017 and 2019)

Vision (Longer Term Aim)

The Deanery needs to continue to explore new modes and forms of ministry – Bishop's Mission Orders, Church Plants, Pioneer Ministry etc. and how we might look at the spread of traditions across the City, in order that we may encourage mutual flourishing and growth.

In all of this we need to consider how we support this and invest in projects that are bearing fruit and consider how to assess them in terms of depth, impact or number.

Objective (Medium Term)

Within this longer term aim it was agreed to explore how to develop collaborative ministry and structures in the Deanery, which would ease the burden of admin and governance as well as giving support and shared resources in larger units, but which also present a focus and identity for the local community. There is a need to enhance and develop our ministry and engage with the wider community through projects and shared initiatives.

To achieve this, it will be important to explore the short terms steps further and to explore how we help communities flourish and thrive.

The Synod also committed itself to invite all parishes and individuals to commit to rooting all of this process in prayer and encouraged the use of the following prayer.

Lord our God, You make all things new.
Inspire our lives with your spirit
Renew our prayer with your grace
Transform our service with your love.
In the renewal of our life may your kingdom flourish and your church thrive
so that all may come to know and love you
in your Son Jesus Christ.
Amen

Consultations and proposed direction of travel

The discussions held in each of the 4 areas of the Deanery reflected the different contexts we face. They also reflected the different strengths and weaknesses of the current relationships and share ministry. Prior to these the Deanery Plan had identified last year that there was a need for an external review of the North End Team ministry; support for the development of a different governance model for the Inner City; and a need to consider ministry and mission in the South Eastern corner of the city,

These areas have continued to be highlighted in the conversations and consultations and are part of the proposals in the Deanery Plan to be presented to the Diocese.

There have been questions raised about wider issues of how training posts and other licensed ministers are deployed and to whom they are accountable. One suggestion has been to consider the creation of temporary '2nd curacy posts' to enable any re-organisations to happen and yet for us to build upon and retain within the Diocese the investment in clergy currently in training.

It was noted that as these groupings have flourished and grown where relationships amongst those appointed have been good it is important that there is an engagement of the group in the appointment process to any vacancies within it. Likewise the Deanery will seek to facilitate a number of informal networks and gathering of lay and ordained to build relationships ie chaplains; local ministers; churchwardens; treasurers; admin teams etc

A number of discussions highlighted the need for good and accessible central resources and advice – particularly in the area of building development and financial systems. Likewise, a need to provide adequate admin and operations support and resource in local areas and groupings was a recurring theme.

Each area has expressed a desire to develop models of collaborative ministry and to support each other in mission, building on strengths and sharing gifts and skills. There is also a recognition of the value of pioneering ministry co-existing and being part of a team alongside the more 'traditional' models of ministry.

However, the model for each area will vary and in all of them the challenge is the creating of appropriate accountability to each other and the sharing as far as possible while retaining a sense of local identity and a level of autonomy.

The Deanery Synod is asked to give its support to this paper and the following proposals for each area or grouping:

Southsea & Milton Associate Area Dean Canon Paul Armstead

Discussion facilitated by Revd Allie Kerr

Parishes of St James, St Jude, St Simon's, St Margaret's, Hoy Spirit

- It is proposed to develop and explore the partnership of St Jude's, St Simon's and St Margaret's – and to consider possibilities of how this may best be established (including considering options beyond this group)
- To develop the Pioneer ministry in the area – particularly with St James (Choir Church) and St Margaret's considering how best to have an impact in the South Eastern corner.
- To consider how the 5 parishes may best relate to each other and share in ministry and resources.
- To consider with the North Island area a potential partnership between The Ascension, St Saviour's and Holy Spirit, Southsea.

Inner City Area Dean Canon Bob White

Discussion facilitated by Simon Lemieux

Parishes of St Luke's, St Mary's (with St Faith's and St Wilfrid's), The Parish aspect of the Cathedral

- It is proposed to build upon the developing close relationship of these parishes.
- To reform and strengthen the collegial model of ministry (which has developed over the last 10 years) including an element of accountability. This to cover all licensed (lay and ordained) ministers and those with PTO and Harbour licensed ministers.
- To establish a federal model of shared governance and management – which both permits a level of local autonomy but shares 'operations' management and support. Suggested model of NHS 'Umbrella' structures.
- Provide a focus for churches involvement at Charter and a co-ordinated community engagement approach with them.
- Develop ministry with University Chaplaincy team and Harbour to support students in our communities.

The Bishop's Mission Order of Harbour and parishes of St Alban's, St George's and All Saints

- It is proposed that the three Harbour churches become one non-contiguous Team Ministry with one PCC to assist in unified governance and vision for mission and discipleship.
- It is hoped that this will work closely and explore sharing resources and mission with the Inner City grouping of parishes and be part of the collegial model of ministry.
- It is noted that there will be an exploration of the relationship of the St Albans Parish and area with the developments and review of the Northern part of the island.

North Island Associate Area Dean Revd Allie Kerr

Discussion facilitated by Canon Kathryn Percival

The North End Team Ministry (St Mark's, St Nicholas, St Francis) and parishes of The Ascension, St Saviours and St Cuthbert's (with St Aidan's)

- It is proposed to carry out a full review of the functioning of these parishes and how they best relate to each other. It is noted that this needs to be externally facilitated.
- To review the buildings in the area and establish a clear plan for their future redevelopment or focus of each of them to ensure their sustainability.
- To provide a focus for chaplaincy at FE colleges – particularly mental health support for young adults using the resource of the Youth Chaplaincy team funded by the Deanery
- To consider with the Southern area a potential partnership between The Ascension, St Saviour's and Holy Spirit, Southsea.
- It is noted that there will be an exploration of the relationship of the St Alban's Parish and area with Harbour and their proposals.
- To consider the relationship of this area to the three 3 Mainland parishes

Mainland Associate Area Dean Revd Allie Kerr

Discussion facilitated by Debbie Sutton.

Farlington (St Andrew's and The Resurrection), St Phillip's and Ss Peter and Paul's, St Michael's

- It is proposed to develop a LAMP (Local Area Mission Partnership)
- To explore releasing gifts and skills in particular areas – and reimagine ministry in specialist areas: Children and Youth; Schools; Pioneering; Pastoral Care.
- To establish a more secure and shared administrative support – possibly with the wider Deanery
- To consider the relationship of this area to the three 3 Mainland parishes

Deanery Structure

- It is proposed that we continue to develop the model of Area and 2 associate area Deans – one of the three from each cluster. The role of the team leader (Area Dean) should be regularly reviewed and when appropriate the successor would be one of the associates. They would work in partnership with the Lay Chair to form ‘The Dean Team’.
- The Deanery Standing Committee would consist of: Dean Team, Treasurer, all Deanery members of Bishop’s Council, in addition one Clergy and one Lay Rep for each grouping/cluster.
- This would also operate as the Deanery Pastoral and Finance Committee.
- These would be supported by the Deanery Admin Post (17.5 hours a week) which will support the Dean Team and offer support to Parishes where possible.
- There would be informal networks of Parish Treasurers and Finance Teams (co-ordinated by one of the Dean Team and Deanery Treasurer); Parish Admin teams (co-ordinated by one of the Deane Team and Deanery Admin Post); Churchwardens (co-ordinated by the Lay Chair) and those in all sector chaplaincies (lay, ordained and ecumenical) (co-ordinated by one of the Dean Team)

Recommended by the Deanery Standing Committee on Wednesday Feb 10th