

# Clergy Briefing

## November 2019



DIOCESE of  
**WINCHESTER**

# Diocesan Synod Conference 15–18 October 2019

**Summary of deployment discussions  
and agreed proposals**

# Context

**Recommitment** to becoming a mission-shaped Diocese, living the Mission of Jesus and sharing God's life in the world – especially with the most marginalised and poorest in our society – and so enabling sustainable growth for the common good.

**Encouragement and affirmation** to all who witness and minister in Christ's name, wherever and however they do so, including those living out our shared Mission Actions such as: *projects for the **Common Good**; teaching the faith via Alpha, Pilgrim and in other ways; serving in **Schools, Further and Higher Education Institutions**; building international mission partnerships; developing local Fresh Expressions; joining in public prayer and mission through **Thy Kingdom Come**; and living out a **Rule of Life** and encouraging others.*

# Objective

Increase our ministerial capacity, while working within the financial plan which calls for a roughly unchanged total budget for stipendiary ministry, and continued generosity in Common Mission Fund contributions.

# Nine directions for deployment of ministers, 2020-2022

1. Support for Benefices, wherever appropriate, to establish a Benefice Ministry Team (BMT) of lay and ordained ministers: use the gifts of all collaboratively in mission and ministry.



**1 STIPENDIARY PRIEST + 1 SSM PRIEST + 1 LLM +  
2BCMW + 2BCMP**



**1 STIPENDIARY PRIEST + 1 HFD PRIEST + BCMW +  
BCMP + 1 ORDINAND + 1 CHILDREN'S WORKER**

# Nine directions for deployment of ministers, 2020-2022

2. Continue to grow the number and range of lay ministers holding the Bishop's Commission for Mission and Bishop's Permission to Preach and as Licensed Lay Ministers and Licensed Lay Workers, and to discern new vocations to ordained and lay ministries.

3. Evolve training for existing and new ministers and encourage them to understand their ministry more often as offered broadly and flexibly to the whole people of God.

# Nine directions for deployment of ministers, 2020-2022

4. Seek funds for the additional Curates to be ordained Deacon in 2020, 2021 and 2022.
5. Offer innovative deployment opportunities to Self-Supporting Ministers (SSMs), including a pilot for some SSM Incumbents.
6. Make some additional use of part-time stipendiary posts where appropriate and explore other forms of flexible ministry.

# Nine directions for deployment of ministers, 2020-2022

7. Increase the size of Benefices where necessary to enable deployment of a sustainable BMT, and support Benefices undergoing this change.



# Nine directions for deployment of ministers, 2020-2022

8. Invest ministerial resource in growth initiatives - in MDAs, in 'resource churches' and church plants and revitalisations in a range of traditions, in new models of rural ministry, building on Benefice of the Future, and in parishes actively including fresh expressions of church.
9. Continue identifying and promoting fresh expressions and sustainable models of pioneering.

# Support for implementation through...

Enabling initiatives and training; communications to support local leaders in engaging congregations and communities with these changes and gain their feedback; discussion (and formal consultation where needed) on proposals and schemes at Diocesan, Archdeaconry, Deanery and local levels; commissioning of a Deployment Development Group to support and coordinate; continued Synod dialogue; and prayer for the guidance of the Holy Spirit in all this.

# Quick Fire Updates



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# Revision of Church Representation Rules (CRR)



# Church Representation and Ministers Measure (2020?)

## The Church Representation Rules (Amendment) Measure 2019

- Main measure passed General Synod February 2019
- New CRR to be published early 2020
- Amendment Measure anticipates one of the changes that will come with new CRR

# PCC Level Headlines

- ER can be published in electronic form. No need for paper copies (although one available for inspection if asked)
- APCM can resolve to use STV for elections
- Majority of PCC members must be lay
- A quorum is not a quorum unless majority is lay
- Model rules not only possible rules. APCM can resolve to adjust or replace in whole or in part all but a few sections. 2/3rds APCM majority required and Bishop's Council approval of CRR Scheme
- If no PCC members, or insufficient to form a quorum, bishop must appoint someone to carry out PCC functions

# Joint Council Headline

- Joint Councils can be created between parishes in the same benefice, in a plurality, or a group scheme
- A Joint Council is a body corporate and therefore has full legal capacity equivalent to a PCC
- It is created by CRR scheme not Pastoral scheme and therefore approved by Bishop's Council after 2/3rds majority in each APCM
- Parishes place PCCs into full or partial abeyance as far as the CRR Scheme specifies, but no parish or PCC formally ends
- One Treasurer, Secretary, Safeguarding Officer, H&S etc....



# BMO Headlines

- Some always experimental and edgy!
- Others essentially part of our fabric...a church as much as any other
- Expects that BMOs will play full part in governance of CofE at all levels and accords them the recognition and respect of enabling this
- Membership roll equivalent to ER with same qualifications for inclusion
- Requirement for proper governance e.g., CIO (Winchester practice)
- Amendment Measure anticipates these changes for BMOs already in operation

# Deanery Headlines

- Churchwardens can only serve for six consecutive years before a change unless PCC decides to waive that requirement. It encourages turnover, new voices etc.,
- No such expectation in deanery, yet across CofE deaneries playing increasingly significant roles in shaping local life and mission of the Church
- New CRR will apply six year expectation i.e., two consecutive 3 year terms before change
- Once again can be waived by parish if appropriate e.g., someone progresses to become lay chair, secretary etc., for deanery synod

# Spirituality

The Revd Sally Dakin

Spirituality Adviser

[sally.dakin@winchester.anglican.org](mailto:sally.dakin@winchester.anglican.org)

<https://www.winchester.anglican.org/prayer-spirituality/>

<https://www.winchester.anglican.org/rule-of-life/>

## Looking for something else?



Rule of Life



Education and  
Schools



The Environment



Mission Partners



Bulletins



Vision & Strategic  
Priorities



School of Mission



Prayer & Spirituality

## Resources for 2019

Follow The Star 2019

Communications and Media

## Other pages to visit

Resource Room

The Church of England

Winchester Cathedral

University of Winchester

Launchpads

Get to know us



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# School of Mission

Vocations

Licensed Ministry Training

Church Growth

Mission Trainer, Youth Discipleship Enabler

[mark.collinson@winchester.anglican.org](mailto:mark.collinson@winchester.anglican.org)



# Youth Children and Families Ministry

- Lighthouse Ministries
- Focus on equipping so laity deliver ministry locally
- BCM Youth Children and Families
- Use experience of other Youth, Children and Families Ministers
- Phil Garrard HR Consultant  
[phil.garrard@btinternet.com](mailto:phil.garrard@btinternet.com)
- Growing Faith
- 30 Parishes linking with Schools as follow up after #FollowTheStar



# Luke Maundrell

## The new Stewardship and Resources Advisor

- The Parish Giving Scheme
- Stewardship Programmes
- Legacy Information
- Contactless Card Readers
- Digital Giving
- Gift Aid

Get in touch to discuss how Luke can help

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# Buildings & Insurance Workshops

- **Use of Church Buildings:** to cover consecrated & licenced buildings, use by other denominations; faculty jurisdiction and implications; Albemarle Schemes/ ACRE draft documents; Leases and Licences, what needs to be considered; what can go wrong and why; Church Halls, what else do we need to think about? Safeguarding, GDPR, H&S, and PCC policies.

**Thursday 7 November, 9.00am to 1pm – now full!**

- **EIG Insurance Workshop:** an overview of your insurance cover; cyber security, personal safety.

**Thursday 21 November: St Mark's Kempshott**

**Thursday 28 November: St Luke's Sway**

[joel.wells@winchester.anglican.org](mailto:joel.wells@winchester.anglican.org)



# Developing the Clerical Registry

Comments/suggestions to:

[colin.harbidge@winchester.anglican.org](mailto:colin.harbidge@winchester.anglican.org)

[jayne.tarry@winchester.anglican.org](mailto:jayne.tarry@winchester.anglican.org)

THE CLERICAL REGISTRY

## JOIN OUR RANKS

Clerical cover for any church service

Holiday? Sickness? Interregnum?



*"They're  
the RAC for  
the PCC"*

Ven. Dr Peter Rouch  
Archdeacon  
of Bournemouth



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# *New PCC Member Workshops*

- Proposed for 2020
- Tentative dates: 24 March, 29 April & 5 May
- Open to all new PCC members (and existing ones if it will help)
- What do you need to consider as a charity trustee for a PCC?
- What are your responsibilities?
- Brief outline and sign-posting to resources...
- Comments to

[jayne.tarry@winchester.anglican.org](mailto:jayne.tarry@winchester.anglican.org)



# Draft Programme

7.00-7.30pm	Arrival
7.30-7.40pm	Worship
7.40-8.00pm	Working well with clergy (AD Richard)
8.00-8.20pm	Mission Aims of the PCC (AD x2)
8.20-8.40pm	Governance (AD Peter)
8.40-9.00pm	Safeguarding (Jackie Rowlands)
9.00-9.20pm	Finance (Colin Harbidge)
9.20-9.40pm	Stewardship (Luke Maundrell)
9.40-10.00pm	Q&A

# DAC Satisfaction Survey

- Changed context of DAC in recent years;
- Quality of service from DAC Team, not Faculty Jurisdiction

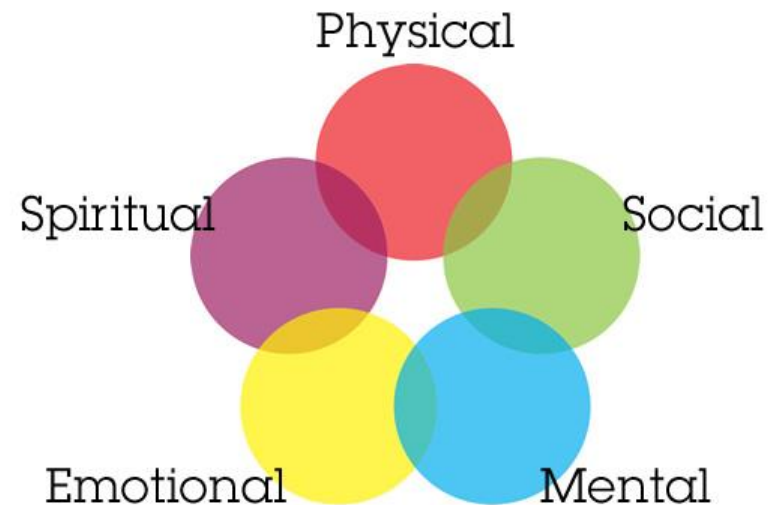


# Changes to Faculty Jurisdiction Rules

- Are coming in April 2020.
- Highlights →
  - An extended time period (extra 2 weeks given, total of 42 days) for consultation with the amenity societies, ie the Victorian Society, English Heritage, etc. This may impact on the time frame for receiving a faculty.
  - Can only consult with amenity societies once you have a definite proposal.

# Wellbeing

## A COVENANT FOR CLERGY CARE AND WELLBEING

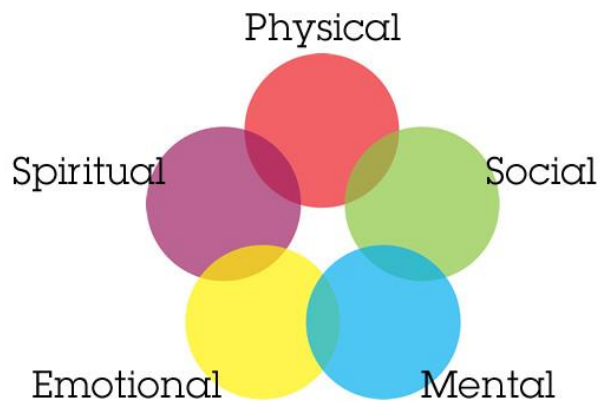


# Wellbeing

A three yearly clergy wellbeing survey

Annually updating a list of what we provide

Improving our MDR provision



[richard.brand@winchester.anglican.org](mailto:richard.brand@winchester.anglican.org)

# Pre-Lambeth, 17–22 July 2020

- Hosts required for visiting Bishops and their wives
- Ideally from Alton, Andover, Eastleigh, Odiham and Romsey deaneries to forge existing companion links
- Bishops and their spouses will require picking up from Heathrow/ Gatwick on 17<sup>th</sup> July and transporting to venues in Winchester and Alresford on 20<sup>th</sup>, 21<sup>st</sup> and 22<sup>nd</sup> July