

Kerrier Deanery Plan

Vision Statement

'We will work together as a deanery to enable ourselves and others to worship God.'

'So we, who are many, are one body in Christ, and individually we are members one of another'

1 Corinthians 12.5.

Introduction

We in Kerrier Deanery agreed this deanery plan in July 2021, recognising it as a staging post on our journey to a more fruitful and sustainable future and recognising the urgent need for change. A change that was needed before all that Covid 19 brought - and a need that is even more present and real now.

We recognise in that urgency that at times this plan asks us for answers we are not able to give in the time we have had to research and discover them - and that it contains ideas not yet thoroughly discussed to the point that they might be universally owned - and thoroughly formed. Nonetheless, we are confident that this plan is a faithful response to God's call to the churches of this deanery, and we offer it as the best map that we can manage for the next stage of our journey on the way.

Vision

We will be a church dedicated to worshipping and following Jesus, growing together in faith and discipleship and working actively to support the people we live among.

We will work together in the deanery and work with other agencies in our deanery and beyond, as we serve our local communities and care for the vulnerable.

We seek to bring people of all ages to faith and to the knowledge of the love of God in their lives.

Mission Priorities

To reflect what we believe God has been saying to us in recent months, we plan to :

- Make disciples and grow in our own faith
- Reach out and serve families and young people (multi-generational)
- Develop more inclusive and creative worship
- Engage and become more involved in our community, responding to community needs
- Be a welcoming place for all people and all ages
- Ensure our churches continue to be holy and sacred places

Fruitfulness and Sustainability

We need to be more fruitful and sustainable and agree to:

Fruitfulness (examples only)

- Create a deanery-wide pastoral network, involving 1 or 2 people from each parish
- Develop an effective Schools Liaison Strategy and appoint a chaplaincy to the MAT
- Run an annual Deanery-wide discipleship programme and create small/house groups
- Develop a Deanery arts and music programme, a Weddings and Baptisms strategy and a Use of Buildings Strategy
- Appoint a Deanery Environment Champion

Sustainability

This plan is quite ambitious, it relies on our ability to be more generous to God for all He has done for us.

We will need to increase our giving by £30k by 2023 (an increase on average of £2/week/regular giver), and extra amounts over the following 5 years.

The Diocese has agreed to support this plan by providing a financial grant of £167k over 5 years which will enable us be sustainable while helping us support these mission opportunities and developments.

Through growth and increased stewardship we will be able to maintain this sustainability to achieve the goals we have set ourselves in the coming years.

How will we achieve this?

We will create an overall deanery-wide **Implementation Team** that will bring the leaders of five **Ministry and Mission** groups together, ensuring they share a common vision and direction with no significant overlaps.

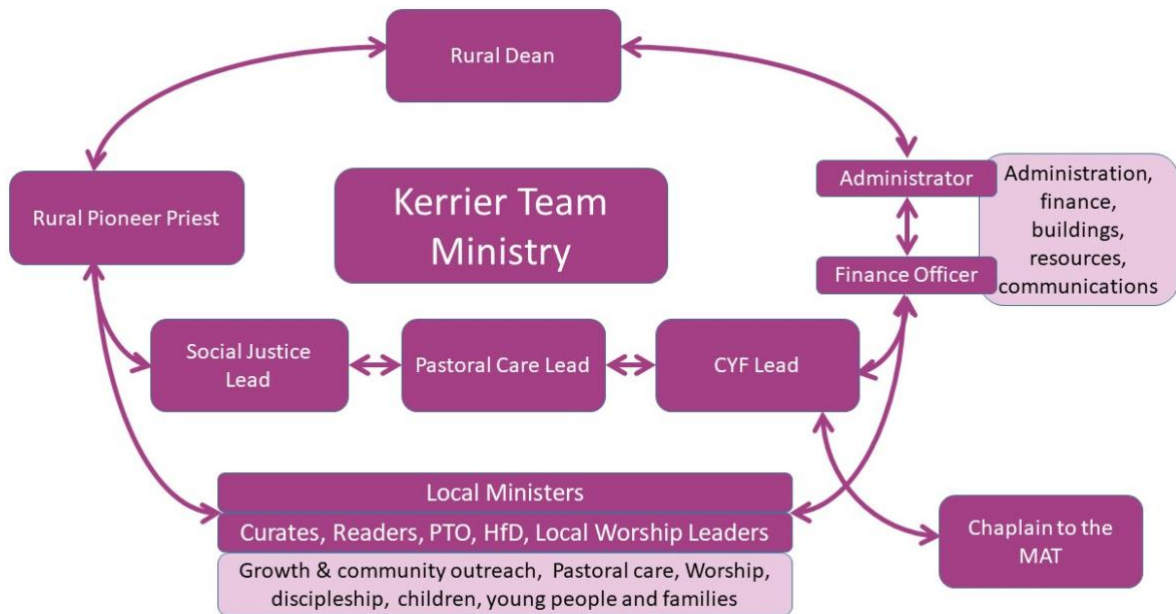
Ministry and Mission Groups

1. Growth and Community outreach
2. Children, Young People and Families
3. Pastoral Care & Discipleship
4. Worship
5. Administration

We will develop Job Descriptions and recruit a **Kerrier Team Ministry**

- **Rural Dean**; this is a new post for a leader in mission, with responsibility for the oversight of the Kerrier Team Ministry and mission of the Deanery
- **Rural Pioneer Priest**; taking primary responsibility for growth in discipleship, facilitating and enabling local church people to grow in their own faith and reach out to grow faith in the lives of others.

- **Social Justice Lead;** who will enable and facilitate others to seek out and support people in both town and rural settings in Kerrier who are vulnerable and whose lives are challenged by financial deprivation or rural isolation. This position would be paid for by the LICF grant received from the Church Commissioners for work among those poorest in society.
- **Children, Young people and Families Lead (P/T):** to encourage local churches to creatively engage in seeking to reach out and minister to those who belong to the missing generations in Kerrier Deanery.
- **Pastoral Care Lead (P/T):** to enable, support and assist in co-ordinating the work of local pastoral care teams.
- **Administrator (P/T):** To provide systems and processes that enable good communication and co-ordination between the members of the resourced team and those engaged in Local Ministry
- **Finance officer (P/T):** To oversee the fiscal life of the Deanery and to provide support to those engaged in the good stewardship of the Church at the local level.



- **Curates:** The Deanery is blessed to have two curates at the moment. They, and any future curates, are extra to the staffing structure outlined in this plan. They will continue to be supported, trained and supervised in the normal way, and specific responsibilities and opportunities for them to continue developing and offering their gifts within the new vision will be actively sought.
- These roles, other than the Rural Dean and the Rural Pioneer Priest will be open to ordained and lay candidates. We will ask clergy and others to think and pray around who in their communities has gifts of leadership, creativity and communication, especially in the areas of pastoral care, prayer and mission.

Our Buildings

Develop a Use of Buildings Strategy to use our buildings in a way that is creative and new, respecting those which are good for concerts, venues for events, good for weddings, etc..

Administration, etc..

Centralise many functions such as administration, finances and reporting, communications, marketing and publicity, etc..

We wish to work as one 'Body' across the Deanery - we have enjoyed discovering more of our connectedness with our brothers and sisters in this process - and we want our connectedness to grow. We realise that through the challenges of these times we have found new ways to be with one another beyond physical presence and we wish to explore further ways in which our dispersed communities can pray, learn and worship together and support each other.

We have agreed a staffing structure, the Kerrier Team Ministry. We want those who will take up the paid roles within this structure to lead us in care and mission, and to do so as part of the body of Christ in Kerrier. This team will play their part in the worshipping, preaching and teaching life of the Deanery, proclaiming the Gospel at every given opportunity in their words and deeds. They will do this alongside all of God's people in Kerrier, as they minister with them. We need them to lead us and to facilitate and enable us to minister ourselves as part of the 'Body' in the places we find ourselves. They are the 'umbrella' that helps to give us security and shelter but we recognise that mission is something local and that with their help and guidance we are called to engage in it.

We think that 'presence' is important in rural communities. Communities where facilities can be absent, where transport can be difficult, where internet exclusion can blight lives. We want to be present in our buildings and outside of them - creative in how we use the facilities that we have - sacrificial in the service we are called to give. Advocates prepared to challenge systems that consciously or unconsciously promote rural exclusion.

We will ask clergy and others to think and pray around who in their communities has gifts of leadership, creativity and communication,

especially in the areas of pastoral care, prayer and mission. We understand the need for both continuity and the expansion, of pastoral care and sacramental life in Kerrier and that this is a key part of growing the church in the deanery.

We recognise the challenge, but we are not down hearted because we recognise that God in the 'Body' has given us all we need - we must discover all that and release it. This is the moment not to simply say that we must do things differently - this is the moment to do those things and equip the Deanery for its fruitful and sustainable future.

'... as servants of God we have commended ourselves in every way: through great endurance, in afflictions, hardships, calamities, beatings, imprisonments, riots, labours, sleepless nights, hunger; by purity, knowledge, patience, kindness, holiness of spirit, genuine love, truthful speech, and the power of God; with the weapons of righteousness for the right hand and for the left; in honour and dishonour, in ill repute and good repute. We are treated as impostors, and yet are true; as unknown, and yet are well known; as dying, and see—we are alive; as punished, and yet not killed; as sorrowful, yet always rejoicing; as poor, yet making many rich; as having nothing, and yet possessing everything.' *2 Corinthians 6.4-10*

For more information

[Please read the details in the On The Way Kerrier Deanery Plan](#)