**[insert name] Deanery**

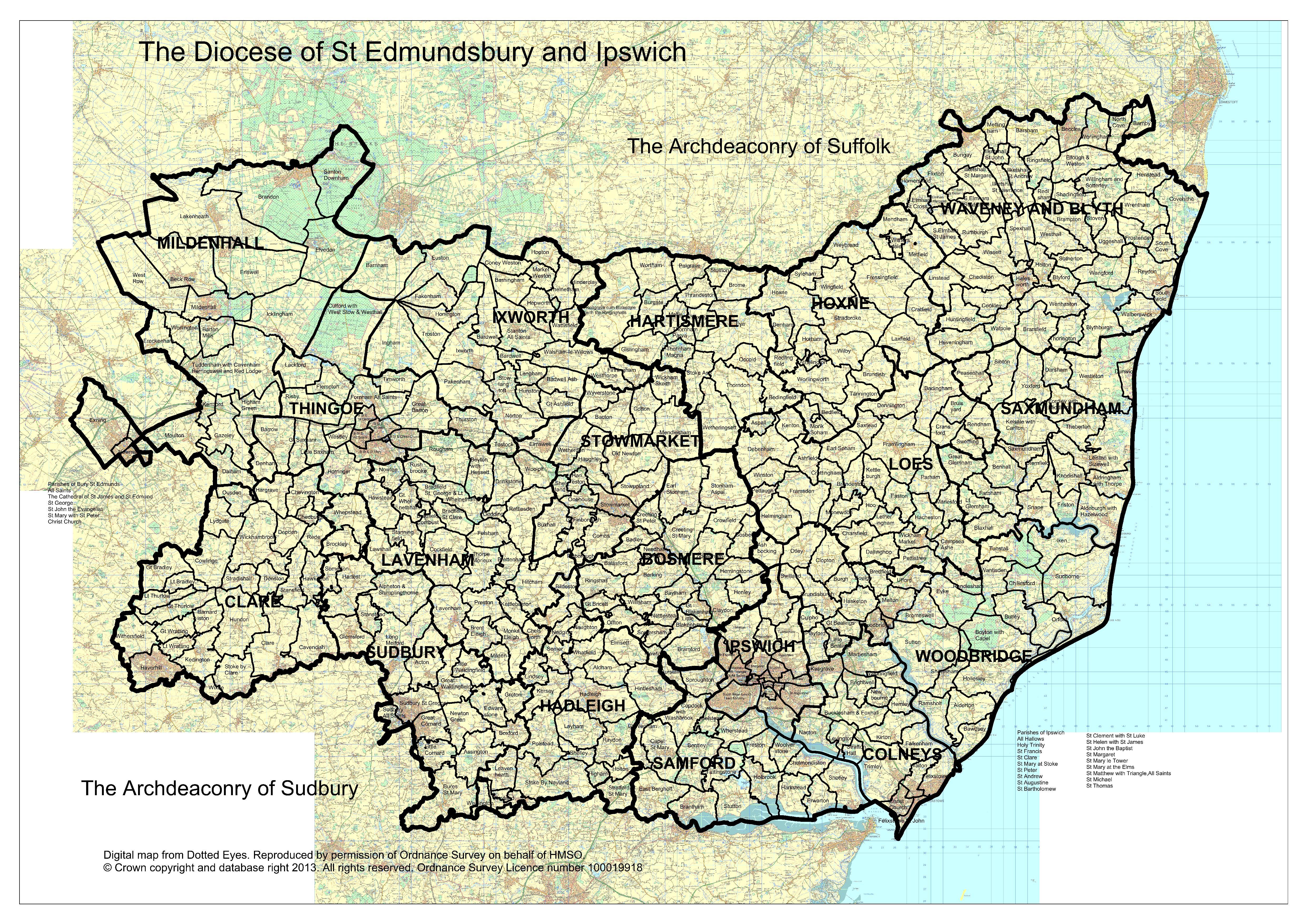
**Mission and Pastoral Planning**

**Deanery Planning Template**

|  |  |
| --- | --- |
| **Owner/Contact:** |  |
| **Date last reviewed:** |  |

**“I planted, Apollos watered, but God gave the growth" (1 Corinthians 3:6)**

**[Last revised - December 2018]**

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# Deanery Audit

# Benefice planning audits should be compiled into this deanery document:

# Existing Resources

**Physical**

|  |  |
| --- | --- |
| ITEM | NUMBER and/or NAME(S) |
| Parishes |  |
| Parishes included above that are in the top 20% for deprivation[[1]](#footnote-1) |  |
| Ecclesiastical buildings[[2]](#footnote-2) |  |
| Other buildings (e.g. parish halls, church rooms, youth centres)[[3]](#footnote-3) |  |
| Church schools[[4]](#footnote-4) |  |
| Other schools |  |
| Colleges and university campuses |  |
| Hospitals and care homes |  |
| Average Weekly Attendance |  |
| Average weekly planned giving |  |
| Gift Aid claimed as % on annual, regular offerings[[5]](#footnote-5) |  |
| Parish Giving Scheme   1. Number of parishes that are members? 2. Number of parishioners that are donors? |  |

**People**

The same person may appear in more than one category, please count them each time.

|  |  |
| --- | --- |
| Stipendiary clergy – number of ‘established’ posts[[6]](#footnote-6) |  |
| Self-supporting clergy |  |
| Clergy with PTO |  |
| Pioneer ministers (no. of Lay /Ordained– including those counted above) |  |
| Readers |  |
| Chaplains (both Anglican and ecumenical appointments)[[7]](#footnote-7) |  |
| Ministers in Secular Employment[[8]](#footnote-8) |  |
| Lay Elders |  |
| Other accredited lay ministers |  |
| Healing prayer ministry |  |
| Spiritual accompaniers |  |
| Youth workers7 |  |
| People in house Bible groups |  |
| People in house Prayer groups |  |
| Local Giving Advisers |  |
| Churchwardens |  |
| Deputy/Alternate Churchwardens |  |
| Number of parishes with administrators |  |
| PCC Secretaries |  |
| PCC Treasurers |  |
| Electoral Roll number |  |
| Population |  |
| Others (please list) |  |
| Other denominations within the parish (list) |  |

**Learning from our Statistics**

|  |  |
| --- | --- |
| What key strengths do we have? | 1. 2.  3. |
| What needs do we have? |  |
| What opportunities are there? \* |  |
| What do the statistics show? |  |

**\*Possible Considerations**

1. Boundary Changes (internal or external)
2. New Housing
3. Schools

**Fabric and Forward Planning**

|  |  |
| --- | --- |
| **Fabric and Forward Planning\*** | **Enabler**  *Parish / person* |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

**\*Possible considerations:**

1. Impending Vacancies
2. Pastoral reorganisation
3. New [church] buildings (Capital projects for mission-focussed church improvements)
4. National projects and campaigns (e.g. Thy Kingdom Come)
5. Working with and across denominations and faiths

**Growing in God**

**Our Vision:** Growing in God: "Flourishing Congregations Making a Difference"

**Our Mission:** To grow in depth and influence, so as to increase in number and be younger

**Diocesan Measures**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **GIG**  **Priority** | **Objective** | **Measure** | **Source** | **Baseline & Targets** | | | |
| **2017** | | **2020** | **2024** |
| **Depth** | Increase the number of authorized and commissioned lay ministers | Total Ministers | Readers | 163 | | 195 | 195 |
| Elders | 509 | | 528 | 528 |
| Pioneer | 0 | | 10 | 20 |
| Missional Group Leader | 0 | | 2 | 10 |
| Evangelist | 3 | | 6 | 18 |
| Youth | 0 | | 6 | 18 |
| Children/Family | 0 | | 1 | 3 |
| Total | 675 | | 764 | 792 |
| Increase in average weekly planned giving (to national average level) | Average Weekly Planned Giving | Parish Finance Returns/National Stewardship | £9.64  (£11.87) | | £11.43 | £14.42 |
| **Influence** | Increase the total number of community projects by at least 20. (focussed on those in greatest need) 1 per deanery, 1 x diocese, 1 x Kagera (partner diocese in Tanzania) | Community Impact Assessments | Community Affairs Survey | X | | X+8 | X+20 |
| **Number** | Halt the decline in church attendance | Average Weekly Attendance | Statistics for mission | 13600 | | 14500 | 15000 |
| Halt the decline in Electoral Rolls | Electoral Roll Numbers | Statutory Parish Return | 19000 | | 19000 | 20000 |
| Create new Fresh Expressions of Church | Number of new Fresh Expressions | Statistics for mission | 5 | | 15 | 30 |
| **Younger** | Decrease in average age of a worshipping community (relative to local demographic) | Worshipping Community Data | Statistics for Mission/  Suffolk | 0-17 | 14% | 17% | 20% |
| 18-69 | 44% | 46% | 50% |
| 70+ | 42% | 37% | 30% |
| Create projects that develop partnerships between churches and schools that enable an encounter with the Christian faith | Number of projects | Diocesan Board of Education | 0 | | 1 | 5 |

**Growing in Depth**

**Consider:**

* Baptisms, Confirmations and extra-parochial teaching events
* Daily prayer; Bible study, Quiet Days, Retreats – using Diocesan Spirituality Group, Pilgrimages
* Developing discipleship amongst the Laity *(Setting God’s People Free)*
* Increase numbers of planned givers (plus 5%), and their level of giving
* Increase Ordinands (plus 50% across the Diocese) and Pioneers and Evangelists (20 of each across the diocese)
* Other:

|  |
| --- |
| **What we do now:** |
|  |
| **Plans for the future, with timescale:** |
|  |
| **Extra resources needed and cost:** |
|  |

Growing in Influence

**Consider:**

* Community Projects
* Support Church **and** Community schools
* Challenge injustice and promote *The Common Good* working with diocesan campaigns and groups such as Christian Aid, Christians Against Poverty, etc.
* New partnerships with chaplains in schools, hospitals and uniformed groups
* Promoting inclusion and access for those with visible and hidden disabilities
* Other:

|  |
| --- |
| **What we do now:** |
|  |
| **Plans for the future, with timescale:** |
|  |
| **Extra resources needed and cost:** |
|  |

**Growing in Number**

**Consider:**

* Reverse fall in attendance
* Reverse fall in electoral roll
* Fresh Expressions of church
* Christian communities and new housing
* Occasional Offices: Weddings and Funerals – use resources from Church of England Life Events website www.churchsupporthub.org
* Other:

|  |
| --- |
| **What we do now:** |
|  |
| **Plans for the future, with timescale:** |
|  |
| **Extra resources needed and cost:** |
|  |

**Growing Younger**

**Consider:**

* Decrease in congregations’ average age
* Increase in ‘Under 18s’
* Church / School partnerships
* Commission children’s and youth workers
* Other:

|  |
| --- |
| **What we do now:** |
|  |
| **Plans for the future, with timescale:** |
|  |
| **Extra resources needed and cost:** |
|  |

**Summary Deanery Planning**

Please identify a maximum three priorities for each missional objective, proposed plans and timescales, what additional resources and any expected costs and who could be the primary enabler.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Priority** | **Plans to achieve** | **Timescale** | **Resources/Costs** | **Primary Enabler** |
| **Growing in Depth** | | | | |
| (1) |  |  |  |  |
| (2) |  |  |  |  |
| (3) |  |  |  |  |
| **Growing in Influence** | | | | |
| (1) |  |  |  |  |
| (2) |  |  |  |  |
| (3) |  |  |  |  |
| **Growing in Number** | | | | |
| (1) |  |  |  |  |
| (2) |  |  |  |  |
| (3) |  |  |  |  |
| **Growing Younger** | | | | |
| (1) |  |  |  |  |
| (2) |  |  |  |  |
| (3) |  |  |  |  |

**Thank you for completing your Deanery Planning. Please return to your Archdeacon.**

1. Refer to calculation of IMD on Parish dashboard – list all below 20% [↑](#footnote-ref-1)
2. Include non-consecrated chapels etc. [↑](#footnote-ref-2)
3. Include only buildings that a parish maintains and or manages. [↑](#footnote-ref-3)
4. Schools & Colleges: Please name each establishment. This will provide data to resolve any confusion when consolidating information. [↑](#footnote-ref-4)
5. Regular, annual offerings: the aggregate annual value of collections in the plate, free will offering envelopes, standing orders paid directly to parish’s bank account, and regular donations via Charities Aid, Stewardship or the like. Exclude occasional donations, proceeds of church fetes or specific fundraising events. [↑](#footnote-ref-5)
6. The number used to calculate parish share regardless of any vacancies. [↑](#footnote-ref-6)
7. Include those working across more than one parish or ecumenically [↑](#footnote-ref-7)
8. An ordained person in employment without parochial responsibility. [↑](#footnote-ref-8)