

Deanery Plan – Southern Ryedale Deanery

2022 – 2031

Index

Background to the Deanery

Deanery Priorities and Principles

Deanery Plan

- **Becoming more like Christ**
- **Reimagining Mission and Ministry**
 - **The Shape of the Deanery**
 - **Encouraging Vocations**
 - **Re-energising Ministry**
 - **Growing Healthy Churches**
 - **Growing Younger**
 - **Using buildings and technology well in mission**
- **Transforming Structures and Finances**
 - **Deanery Leadership Team, Chapter and Synod**
 - **Managing limited resources: people, their time and talents**
 - **Managing limited resources: money**
- **Implementation Timetable**

Southern Ryedale Deanery Plan, 2022 - 2031

Background

Southern Ryedale Deanery is set in a beautiful part of North Yorkshire; the Howardian Hills are an AONB, the Yorkshire Wolds may soon be added to this category so we benefit from lots of visitors. The Deanery has a wide stretch along the A64, from the outskirts of York to the borders of Scarborough, and while it offer stunning scenery, its shape and size can hinder communication and can feel unwieldy. It is served in terms of facilities such as shopping and medical practices by the two market towns of Malton and Norton, both of which are thriving and are undergoing large scale development of new housing. Beyond the towns the Deanery is deeply rural and comprises a lot of small and scattered communities; farming is still of great importance as a source of employment, villages are areas from which people travel to work in larger centres, retire to or, increasingly, work for home or establish small businesses – the latter is a feature linked to food related industries due to Malton’s marketing as Yorkshire’s Food capital. There are several primary, and two secondary schools, a number of which are CofE primaries although one at Weaverthorpe in the Wolds Valley benefice will close at the end of the summer term. The Deanery does not feature highly on national measures for deprivation but there is considerable local poverty and church and community foodbanks are providing a critical and increasing service. Away from the towns services such as public transport can be very limited.

There are eight ministry units and, given the size of the deanery, our planning process has identified a method to divide the deanery in to three smaller ‘clusters’ of benefices that have a shared identity and/or characteristics. The first of these we have called The Towns. Malton and Norton each have a full-time stipendiary minister, although in Norton that is an interim appointment. To the west of The Towns we have three benefices forming ‘The Hills and Vales’: the Harton benefice has a full time stipendiary minister who retires next year; the Street and Howardian Benefices are both in vacancy.

To the east of The Towns are a further three benefices, forming 'The Hills and Wolds': the Wolds Valley benefice has a 0.5 stipendiary minister who will retire in 2025; Buckrose Carrs is in vacancy and the united parish of West Buckrose are in vacancy. By shrinking the areas of focus it has been possible to improve communication and there are signs of future sharing of aspirations, activities and resources. Within the deanery there is also a multiply minister, a distinctive Deacon, a curate, an ordinand in training, two Readers, a children's worker in the Harton benefice, an interim deanery priest on a one year contract, one RPA and one RPA in training. There are around 12 PTOs. All these wonderful people serve a total population of 27,555 who are spread across 46 churches and 31 parishes.

Our opportunities:

- To be bold – so many vacancies allow us to recognise the need to reimagine mission and ministry
- To be simpler – we need to use what we have in a smarter and more stripped-down way
- To be humble – we must face the harsh reality that things need to change in what church is, how we do it and how we finance it
- To be honest – to fill gaps in what we do and embrace knowledge and training to help us do that
- To reset our focus – this plan allows us to think about and rethink our priorities as well as new ways to engage our communities and visitors
- To use our lay people – we have a lot of talent and enthusiasm which is so far untapped or unused; we have people who want to bring that to life
- To bring people together – the plan gives an opportunity to reinvigorate the role of the Deanery as well as to explore web-based activities and explore areas such as social justice and the climate crisis

Our challenges:

- Fatigue and demographics – a lot of our church populations are aging, and tired physically and mentally,
- Tradition – it can be hard to give up what we know
- Geography – the deanery is very large which can make bringing people together difficult
- Money – although some individuals are very generous, we know there is a big job to do here and that giving needs to be completely reimagined
- Disenchantment – there is a feeling of disconnect with the higher levels of the CofE

Please note that numbers are used for ease of reference and do not indicate levels of significance.

Living Christ's Story : Deanery Priorities and Principles

The Vision for the diocese as a whole is that we all, as the baptised people of God in this place, should be 'Living Christ's Story'. To achieve this Vision, we are agreed that we need to focus on:

- Becoming more like Christ
- Reaching those we currently don't
- Growing churches of missionary disciples
- Transforming finances and structures

However, in each place, we recognise that there will be different priorities over the next 5 – 10 years, building on particular strengths and addressing identified shortcomings.

The Mission priorities for the Deanery

Given the 50% vacancy rate for incumbents in benefices our priority for this plan has been to consider the immediate (next 12 months) requirements to be able to move forward on mission and growth. Therefore, by the end of 2023 our plan is to:

- Ensure ordained ministers are in place to lead, with the laity, on mission through culture change and growth.
- Ensure our laity feel empowered and resourced to take a lead in their parishes and benefices.
- Transform our financial situation and sources of income.
- Build in ministerial structures that can develop creative opportunities for reaching out more widely to disciple, and to encourage growth in depth of discipleship, finance, number and connection with our communities and visitors.
- Looking to the longer term we plan to explore new models so as to enable more collaborative working and sharing in geographical areas, and also to bring us closer in our 'cluster' (as outlined above).
- Seek ways to support the Green Agenda – controlling harmful emissions and encouraging biodiversity.
- Seek to engage in and initiate social action where needed within our benefices, for example tackling rural poverty and isolation.

Key Principles

- Root everything we do in prayer.
- Shared, collaborative ministry and responsibility towards benefice organisation, oversight and the Marks of Mission.
- That the new 'clusters' will draw closer together in developing a supportive structure towards neighbouring benefices and across the deanery. Support benefices to explore and work towards possible boundary changes.
- Cultivate a sense of moving forward together. We wish to ensure a sharing of good ideas, resources, burdens and celebrations within the three 'areas', and with deanery oversight- to share good practice more widely.
- We wish to grow a culture of generosity towards finances, cross benefice working, hospitality, and understanding that our faith calls us in to action beyond our Sunday attendance.
- Our churches, including our buildings, serve a swathe of people in our communities and visitors who value the peace, spirituality, the 'thinness' and the prayer of our buildings. Many of which will only be able to express a sense of 'other' without a move towards 'religion'. We value them too and prayerfully seek to make disciples of these people sensitive to the presence of God.
- We look to be creative and innovative in our reimagining of church and working together – trying something new in one rural part of the (between West Buckrose and Buckrose Carrs) Deanery which, if successful, might serve as a model for the future and for the other largely rural section of the Deanery.

Deanery Action Plan

- **'Becoming more like Christ'**

Becoming more like Christ is something we do as individuals but also as community. Deanery Leadership Teams can facilitate this goal in 2 keyways:

- Providing opportunities for individuals to come together to worship, pray, study, go out in mission, and grow in fellowship as a community of faith; and
- Encouraging and nurturing individuals, or individual churches, in their 'becoming' through leading by example, and by offering or pointing to deanery and diocesan resources for individual spiritual growth.

From where do we start?

- For several years the Deanery Synod meetings have transformed into Deanery Gatherings, in which - through worship, sharing and teaching - we have been building a sense of a collective identity. This has been achieved by working through the concept of 'Growing God's Garden' within the Deanery. This plan builds, primarily, upon the work begun prior to Covid, which we have just been able to restart.
- Due to the above, our benefices are moving towards an understanding that we work locally (both individually and in their Cluster) but supported by the collective.
- However, our journey has been significantly disrupted by Covid, vacancies and financial difficulties. There has been an identifiable loss of momentum and the surfacing of 'vacancy doldrums'. That said in some parishes, there have been signs of growth, and cross parish working, even during vacancy and we want to build on that.
- The planning process has shown the beginning of 'green shoots' of recognising that we can change, we can engage with difficulties and overcome them, we can face a different way of being and doing. Ears, minds and eyes are opening. So, our plan is rooted in the small, incremental, consultative approach that has begun with the Living Christ's Story process.

Key Actions

- Building of the Gatherings – we need to increase cross-deanery communication and sharing. We will achieve this through a new deanery website, which will link to parish and community websites, and a monthly deanery newsletter.
- Introduce opportunities to worship together as a deanery – seasonally based and moving around the deanery. Using the 'Gatherings' to 'showcase' alternative styles of worship and to enable the innovative and creative.
- Recruit interim ordained ministers to locations that we have identified as being necessary to help grow the benefices in discipleship and to move them towards new patterns of mission and ministry, and possibly benefice boundary changes.
- We will develop a program of deanery or 'cluster' workshops, retreats and quiet days to resource our deanery with teaching, training and growth in discipleship. This will be achieved by using the skills available within the deanery and the diocesan head office.
- We will begin a laity recruitment campaign towards discerning what kind of ministry will work for us, where we are, and how that can be fulfilled by our laity. We recognise this may be through existing routes into ministry (RPA, Licenced Lay Readers, church officers etc.) and new routes (as yet to be decided) to enable worship, administrative and mission assistants and leaders etc.
- Some representatives from the planning team, including our deans and interim deanery priest, will continue to work in benefices helping to identify targets for health and growth, covenantal commitment to them and supporting in working towards achieving these. These roles will also support in the monitoring and accountability of PCCs towards their targets. The deans will also work with others in the development of the parish profiles and person specifications where benefices are in vacancy.

- Recognising the wealth of experience and expertise we intend to hold, four times a year, a 'greater chapter' to include the PTO clergy and readers, licensed/recognised ministers (lay and ordained).
 - Build upon our hospitality and welcome. Encourage churches to undertake 'welcome' audits and to engage across the diversity of needs and interests in their communities and visitors.
 - Provide opportunities to grow Christian Fellowship and prayer life – e.g. house groups, bible study etc.
 - Where possible, further strengthen our relationships with our ecumenical sisters and brothers. Identify opportunities to worship and work together.
- **Reimagining Mission and Ministry**
 - **The Shape of the Deanery**
- Main opportunities and challenges**
- A growing movement towards accepting change; a growing sense of hope for the future.
 - A greater willingness to look beyond our parish boundaries.
 - Cattle market and tourism to Malton and the Wolds Way; Sykes churches; growing local wedding venues.
 - Pockets of social action and community service.
 - Schools widely distributed within the deanery, though not all served by the church community.
 - Pockets of strong biblical knowledge.
 - A Gilbertine Priory, St Mary's Old Malton.
 - Pockets of strong musical excellence.
 - An enthusiasm to be bold and creative in working together – as in the Hills and Wolds (West Buckrose, Buckrose Carrs and Wolds Valley). An interest in being more radical. A desire to move more slowly within the Hills and Vales (Howardian, Street and Harton), but to look towards the Hills and Wolds model in the slightly longer term.
 - The Green/Net Carbon Zero agenda – opportunities to consolidate energy use in church buildings, especially in rural areas, by joining together for worship and car sharing to do this engenders community spirit; challenge that this generates emissions by more people travelling. Our churches are also in a position to assist with the biodiversity crisis as well. Possible opportunities of engaging with schools/families and young people with this area of action.
 - 46 Churches – a challenge or a blessing? Need to explore viability of sustaining all our buildings.
 - Opportunity to simplify parish systems through working together and having Deanery wide administrative support.
 - Chance to make more use of online worship offered by St Peter's (Norton) and St Michael's (Malton) in lockdown – wider dissemination and teaching opportunities as well as upskilling as a way to engage with a wider community which might come from, for example, wedding links or casual visitors.
 - Pockets of ecumenical working across deanery – possibility of expanding and growing our connections and opportunities of working together.
 - Development of new housing and infrastructure in the towns (with strong focus on families).
 - Low giving (financial).
 - 50% benefices in vacancy – further retirements imminent.
 - Reducing number of occasional offices.
 - Aging congregations and diminishing 'pool' of people to take on roles.

- History of low investment in discipling and evangelism.
- A shyness about explaining how our faith motivates us to serve and grow.

Key Actions (in addition to those already stated)

- Develop a Deanery wide schools ministry team of lay and ordained, to offer exemplar activities, training, support and share best practice.
- Explore a future role for St Mary's, Old Malton, as a place of pilgrimage, retreat and modern monasticism. Budget for a 0.2 FTE stipend equivalent to support a suitable lead for this.
- Promote and share our musical excellence.
- Promote and share our 'Community of Enquiry' approach to bible study and preaching. Training to be offered.
- Explore possibility of providing deanery/cluster wide administrative support.
- Recruit (where there is a vacancy) and deploy ordained ministers as follows (all new posts to be for 2 – 3 years, interim posts):
 - Harton benefice - (due to move into vacancy Easter 2023) recruit 0.5 (minimum) incumbent (with house) to work with current ministry team including Lay Reader and Youth and children's worker.
 - Howardian benefice – currently recruiting 0.4 incumbent (without house).
 - Street benefice – recruit a House for Duty Priest to work with current ministry team including RPA in training, Daphne Rose.
 - Malton – St Michael's to continue with Rev'd Glyn Diggins; St Mary's continue with Rev'd Glyn Diggins but also working with consultants (grant funded) and, to be recruited, centre for spiritual growth 'lead' (designated budget equivalent on 0.2 FTE stipend).
 - Norton – to continue with Rev'd Jenny Buckler.
 - Wolds Valley Benefice - (due to move to vacancy in June 2025) seek to increase FWO for a House for Duty priest in charge/incumbent. (If not possible to raise FWO then to explore division of the benefice between West Buckrose and Buckrose Carrs.)
 - West Buckrose – to recruit a full-time priest to be 0.6 incumbent to the parish and 0.4 to be rural ministry development lead (0.2 funded by benefice of Buckrose Carrs).
 - Buckrose Carr – to recruit a House for Duty priest in charge, with requirement to work closely with rural ministry development lead. Benefice to provide funding for 50% of this role. (Rural ministry development lead to work across both benefices and to liaise closely and collaboratively with Wolds Valley Benefice.)
 - Deanery priest – to continue with a 0.2 role of deanery priest, for a further three years, to support the benefices, area and lay deans, and DLT with the on-going plan, target setting and monitoring.
- Explore what we can learn from the Multiply Ministry (Hendrik Klaver) and the possibility of the initiative's continuation.
- Explore biodiversity, green and zero carbon actions that churches can take, share good practice and recognise progress through the A Rocha Eco Church Awards initiative.

- **Encouraging Vocations**

From where do we start?

- A low take up of lay ministry.
- Low presence of ordinands and curates, except in Wolds Valley (Alison Hutchinson) and Street (Janet Burrows) benefices.

- A history of heavy reliance upon, and belief that, ordained ministers are the only ones to provide worship leadership and pastoral care and admin.

Key Actions

- Workshops to inform on the range of ministerial and mission opportunities – create a culture of creativity and ‘permission’ to do things.
- Target assistant curates looking for their first incumbency post in our full-time vacancies.
- Developing and offering a rural ministry experience to ordinands and IME2 curates.
- Be active in feeding into the Mission and Ministry team new route and options. Encourage our local initiative to provide lay training and equipping. Liaising with diocese regarding content.

- **Re-energising Ministry**

From where do we start?

- Too much of a feeling that the existing model (one day a week church) is still the one we must follow. Clergy and congregations experiencing some mixed feelings about ability to stretch further or in new directions.
- Lay people not feeling empowered or that they don’t have permission to be proactive
- A feeling that lay people ‘fill in’ gaps rather than being of value in their own right.
- A feeling that PTOs also ‘fill in’ and that we need take more account of their wisdom.
- Limited cross-deanery working groups beyond Gatherings and planning meetings.

Key Actions

- Recruit to our new posts of combined incumbency and ‘development of rural ministry and mission’ posts.
- Celebrate and promote lay ministries – especially linking in with social action activities (see below) and worship leadership.
- DLT to focus on supporting developing ministries and intentional sharing of good practice, through gap analysis, recruitment, training and on-going support.
- Growth and empowerment through Deanery Gatherings and workshops/training sessions.
- Address the need to reach families, early years children and schools. Encourage the development of a ‘schools’ team, possibly working with Open the Book material. Seek leadership via diocesan ‘deanery worker’ to guide, develop and equip the team. Encourage older children and families to engage in the social action and Green initiatives through a deanery wide ‘team’ and on-line community/engagement.

- **Growing Healthy Churches**

From where do we start?

- Pockets of growing or strong biblical understanding.
- Low confidence in evangelising and sharing ‘why’ we do what we do.
- Pockets of willingness to move around benefices to where worship is happening.
- Pockets of willingness to embrace different styles of worship.
- A sense that change can happen without disaster as evidenced already in places of vacancy.

Key Actions

- Encourage a range of worship styles and traditions across benefices – highlight and promote the unique (see earlier comments regarding Deanery Gatherings, musical excellence).
 - Re-imagine stewardship and financial responsibilities through, dialogue, training and campaigns across the deanery, inclusive to all parishes. Locally address the question, “what is worth paying for?”
 - Increasing engagement with our communities – offering hospitality, chaplaincies and service making this gently but intentionally known as church in its ‘wider’ sense. Providing opportunities for young children to develop their ‘moral compass’ through, for example, ‘God Flavoured’ early years activities.
 - Encourage churches to engage with on-line and social media presence; social media prayer trees; etc.
- **Growing Younger**
From where do we start?
 - Recent history of, or current, family ministry (Harton, Malton, Buckrose Carrs, Norton, Street).
 - Aubergines – Saturday Allotment Group. And other good things such as toddler groups, Sunday school, Yoof, sweaty church already occurring.
 - Aging church congregations across the board, but most particularly in the rural churches.
 - Patchy (low) schools engagement and work.

Key Actions

- Develop a Deanery schools work team (see above) to deliver some schools work but also to train and empower others locally
- Family based worship opportunities – e.g. roving messy church team. Share good practice from across deanery – encourage, support, reignite.
- Social media training and support in setting up. The building of an on-line Green Agenda all age action team.
- ‘Start’ course soon to begin – learn from this and roll out elsewhere as well as build on what this generates.

- **Using buildings and technology well in mission**

From where do we start?

- See previous re social media and web presence.
- Many historic churches – which can be an asset to mission are often served by low numbers.

Key Actions

- Encourage each church to use ‘A Church Near You’ and Deanery Website to fullest extent.
- Encourage parishes to identify their opportunities – e.g. church crawling; walking from church groups; history session; botany; being open and accessible through week. Use our buildings as a way to engage with people culturally and spiritually to open up conversations which can lead to mission and discipling.
- Conduct an audit on the viability of our smaller churches and establish a timeline for renewal or moving to closure.

3. Transforming Structures and Finances

- **Deanery Leadership Team, Chapter, and Deanery Synod**

- **From where do we start?**

- Low number of clergy to attend chapter; chapter only attended by current incumbents.
- Invigorated deanery gatherings.
- DLT 'regrouping' after Covid and redefining membership and focus.
- Equal status between lay and area deans and sharing of responsibilities and roles.

- **Key Actions**

- Quarterly 'Greater' chapter meetings – with speakers and sharing of ideas for mission and ministry.
- Deanery Gatherings to increase from three times a year to six per year.
- Review and redefine the role and membership of DLT to support the ongoing work of this plan – target based and focused.
- Encourage closer working and sharing of resources across the three 'new' geographic areas of ministerial focus – Hill and Wolds; Towns; and Hills and Vales. Ensure deanery vision and overview is maintained within these areas – “we are all in this together.”
- Encourage engagement/representation with diocesan synod. Establish flow of communication between diocesan synod and deanery synod and parishes.
- Provide support and on-going training for our PTOs.

- **Managing limited resources – people: their time, energy and gifts**

- **From where do we start?**

- High dependence on PTOs.
- Limited pools of people expressing a willingness to be involved in the mission and ministry of their parish.

- **Key Actions**

- Tap into wider PTO resources – eg York and other neighbouring deaneries.
- Streamline admin to reduce burdens.
- Work 'smart' in use of church officers.
- Devise support systems for lay people managing lots of things especially when in vacancy – check they are ok and feel valued.
- Devise strategies to make sure people are not over stretched; look for greater input from those higher up in the church.
- Recognise and encourage our broader ministerial team including our distinctive deacon (Margaret Hall), our Readers (Ian Lyall, Mike Stallybrass), RPAs, Multiply Minister, Harton children and youth worker (Rachel Harrison).

- **Managing limited resources – money**

- **From where do we start?**

- Low giving.
- Low understanding and acceptance of the new requirement to 'pay our way'. Some development of a thinking of 'transactional' basis of ministry that undermines generosity and sharing ethos (a “what can we afford” basis – losing bigger picture thinking).
- Low understanding and acceptance of pooled costs.
- Low understanding, by congregations and communities, of the costs of keeping the churches open and serving.

Key Actions

- Clarify the financial situation and challenge perceptions of diocesan support and financial responsibilities towards parishes.
- Stewardship campaign – deanery wide with local focus (see earlier comments).
- See above action on discipleship – including growing culture of generosity.
- Clarity over church costs and publication of needs and transparency about where money goes (at all levels). Engage communities in taking responsibility for their parish church building.
- Investigate and encourage a range of methods for people to ‘give’.
- Encourage a biblical approach to ‘giving’ for those who are able.
- Work to create a climate of regular giving so as to avoid the need for lots of labour and often stressful fund raising – keep the latter for big projects and then get help with funding applications.

• Implementation – a Draft Timetable

Action	What needs to happen to enable this?	When
We aim to complete the section below by the summer of 2023; the monitoring is ongoing to the 2026 version of the plan.		
<p>Becoming more like Christ</p> <ul style="list-style-type: none"> • Building of the Gatherings – we need to increase cross-deanery communication and sharing. We will achieve this through a new deanery website, which will link to parish and community websites, and a monthly deanery newsletter. • Introduce opportunities to worship together as a deanery – seasonally based and moving around the deanery. Using the ‘Gatherings’ to ‘showcase’ alternative styles of worship and to enable the innovative and creative. • Recruit interim ordained ministers to locations that we have identified as being necessary to help grow the benefices in discipleship and to move them towards new patterns of mission and ministry, and possibly benefice boundary changes. • We will develop a program of deanery workshops, retreats and 	<p><i>We have a volunteer for the deanery website. Need to allocate budget for domain name and hosting costs.</i></p> <p><i>We need to identify a volunteer to lead and editorial team. Recruit volunteers.</i></p> <p><i>Area dean/lay dean/clergy/lay ministers ready to commence.</i></p> <p><i>Gather in others with interest and enthusiasm to build programme and to be creative and generous in sharing ideas</i></p> <p><i>Green light from bishop. (Received for Howardian appointment)</i></p> <p><i>Other benefices to work on profiles and job descriptions etc. with area and lay dean.</i></p> <p><i>DLT to lead on discerning need and priorities. Interim deanery priest and</i></p>	<p><i>Sept 2022</i></p> <p><i>Nov 2022</i></p> <p><i>Oct 2022</i></p> <p><i>Sept 2022</i></p> <p><i>Now</i></p> <p><i>Jan 2023</i></p> <p><i>Mar 2023</i></p>

<p>quiet days to resource our deanery with teaching, training and growth in discipleship. This will be achieved by using the skills available within the deanery and the diocesan head office.</p> <ul style="list-style-type: none"> We will begin a laity recruitment campaign towards discerning what kind of ministry will work for us, where we are, and how that can be fulfilled by our laity. We recognise this may be through existing routes into ministry (RPA, Licenced Lay Readers, church officers etc.) and new routes (as yet to be decided) to enable worship, administrative and mission assistants and leaders etc. Some representatives from the planning team, including our deans and interim deanery priest, will continue to work in benefices helping to identity targets for health and growth, covenantal commitment to them and supporting in working towards achieving these. These roles will also support in the monitoring and accountability of PCCs towards their targets. Recognising the wealth of experience and expertise we intend to hold, four times a year, a 'greater chapter' to include the PTO clergy and readers, licensed/recognised ministers (lay and ordained). Build upon our hospitality and welcome. Encourage churches to undertake 'welcome' audits and to engage across the diversity of needs and interests in their communities and visitors. Provide opportunities to grow Christian Fellowship and prayer life – e.g. house groups, bible study etc. Where possible, further strengthen 	<p><i>deans to identify and enable leadership of quiet days etc.</i></p> <p><i>Work with parish clergy and PTOs, PCCs and lay ministers to provide information and encouragement.</i></p> <p><i>Liaise with Diocesan Ministry and Mission team/DDO etc.</i></p> <p><i>Develop model of enquiry/support/recording and monitoring parish/benefit targets for growth.</i></p> <p><i>Undertake initial visits to incumbents and benefice councils to identify targets, to enable writing and commitment to covenants for health and growth, establish progress made within annual review process.</i></p> <p><i>Area and Lay dean to lead on identifying dates/venues/topics/session leaders etc.</i></p> <p><i>DLT to approve audit tool (interim deanery priest to identify and circulate).</i></p> <p><i>Launch in June Deanery Gathering.</i></p> <p><i>Launch in Feb Deanery Gathering – examples of current practice from around the deanery.</i></p> <p><i>On-going within benefices.</i></p> <p><i>Share good practice.</i></p>	<p><i>Mar 2023</i></p> <p><i>Mar 2023</i></p> <p><i>Sept 2022</i></p> <p><i>Sept 2022</i></p> <p><i>April 2023</i></p> <p><i>June 2023</i></p> <p><i>Feb 2023</i></p> <p><i>On-going</i></p>
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<p>our relationships with our ecumenical sisters and brothers. Identify opportunities to worship and work together.</p>	<p><i>Identify opportunities to share on projects and in worship.</i></p>	
<p>We aim to complete the section below by the end of 2023; some parts are ongoing to the 2026 version of the plan.</p>		
<p>Reimagining Mission and Ministry</p> <ul style="list-style-type: none"> • Develop a deanery wide, schools ministry team of lay and ordained, to offer exemplar activities, training, support and share best practice. • Explore a future role for St Mary's, Old Malton as a place of pilgrimage, retreat and modern monasticism. Budget for a 0.2 FTE stipend equivalent to support a suitable lead for this. • Promote and share our musical excellence. • Promote and share our 'Community of Enquiry' approach to bible study and preaching. Training to be offered. • Explore possibility of providing deanery wide administrative support. • Explore what we can learn from the Multiply Ministry (Hendrik Klaver) and the possibility of the initiative's continuation. • Explore biodiversity, green and zero carbon actions that churches can take, share good practice and recognise progress through the A Rocha Eco Church Awards initiative. 	<p><i>Liaise with Carolyn Edwards re funding of a 'deanery worker' – Lay dean and Interim Deanery Priest</i></p> <p><i>Garner interest and offers of help from benefices – Interim Deanery Priest</i></p> <p><i>Continue with exploration – Incumbent, PCC and Dr Louise Hampson.</i></p> <p><i>Draw into worship 'showcases' at deanery gatherings and promote to wider audience</i></p> <p><i>Rev'd Andy Bowden to present ESL findings and next steps to DLT.</i></p> <p><i>Following recruitment of new ordained minister – audit administrative workload of PCCs and minister.</i></p> <p><i>DLT</i></p> <p><i>Interim Deanery Priest and Lay Dean to lead on promoting Eco Church.</i></p> <p><i>Liaise with Johannes Nobel</i></p> <p><i>Provide workshops and 'surgeries' for church engagement.</i></p>	<p><i>Jan 2023</i></p> <p><i>On-going from parish visits</i></p> <p><i>Commenced and on-going</i></p> <p><i>Programme TBC</i></p> <p><i>Autumn 2022</i></p> <p><i>Autumn 2023</i></p> <p><i>On-going</i></p> <p><i>On-going</i></p> <p><i>2023 – on-going</i></p>

<ul style="list-style-type: none"> • Workshops to inform on the range of ministerial and mission opportunities – create a culture of creativity and ‘permission’ to do things. • Target assistant curates looking for their first incumbency post in our full-time vacancies. • Developing and offering a rural ministry experience to ordinands and IME2 curates. • Be active in feeding into the Mission and Ministry team new routes and options. Encourage our local initiative to provide lay training and equipping. Liaising with diocese regarding content. • Growth and empowerment through Deanery Gatherings and workshops/training sessions. Encourage a range of worship styles and traditions across benefices – highlight and promote the unique (see earlier comments regarding Deanery Gatherings, musical excellence). • Re-imagine stewardship and financial responsibilities through, dialogue, training and campaigns across the deanery, inclusive to all parishes. Locally address the question, “what is worth paying for?” 	<p><i>Deans to liaise with diocesan ministerial support roles as appropriate.</i></p> <p><i>Deans and interim deanery priest to continue to be alert to opportunities and to facilitate training as required.</i></p> <p><i>DLT to focus on supporting developing ministries and intentional sharing of good practice, through gap analysis, recruitment, training and on-going support.</i></p> <p><i>Area dean to liaise with Archdeacon at time of recruitment.</i></p> <p><i>Interim deanery priest to encourage a new ‘team’ to work with Lynn Comer to explore possibilities and develop potential programme of training and experience</i></p> <p><i>Deans and incumbents to remain alert to need, energy and opportunities.</i></p> <p><i>See earlier regarding ‘Gathering’ programme.</i></p> <p><i>See earlier comments regarding Deanery Gathering and training/workshop opportunities.</i></p> <p><i>Continuing conversations (by deans and deanery priest) with parishes and benefices to include financial advice and models of good practice.</i></p>	<p>TBA</p> <p>On-going</p> <p>Develop programme for 23/24</p> <p>Autumn 2022</p> <p>Spring or summer 2023</p> <p>On-going</p> <p>On-going with developing focus from Autumn 2022.</p>
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<ul style="list-style-type: none"> Increasing engagement with our communities – offering hospitality, chaplaincies and service, making this gently but intentionally known as church in its ‘wider’ sense. Providing opportunities for young children to develop their ‘moral compass’ through, for example, ‘God Flavoured’ early years activities. Encourage each church to use ‘A Church Near You’ and Deanery Website to fullest extent. Encourage churches to engage with on-line and social media presence; social media prayer trees; etc. Social media training and support in setting up. The building of an on-line Green Agenda all age action team. Encourage parishes to identify their opportunities for reaching out more widely – e.g. church crawling; walking from church groups; history session;, botany; being open and accessible through week. Use our buildings as a way to engage with people culturally and spiritually to open up conversations which can lead to mission and discipling. Conduct an audit on the viability of our smaller churches and establish a timeline for renewal or moving to closure. 	<p><i>See earlier comments on sharing good practice via parish/benefice visits and Deanery Gatherings.</i></p> <p><i>See earlier with regard to liaising with Carolyn Edwards and ‘deanery worker’.</i></p> <p><i>See earlier comments on sharing good practice via parish/benefice visits and Deanery Gatherings.</i></p> <p><i>Supported by deans and deanery priest, incumbents and PTOs – on-going conversations and sharing of good practice via Deanery Gatherings and workshops.</i></p> <p><i>Deans to begin conversations and support churches of concern to explore viability.</i></p>	<p>Summer 2023</p>
<p>We aim to complete the section below by the summer of 2023; some parts are ongoing to the 2026 version of the plan.</p>		
<p>Transforming structures and finances</p> <ul style="list-style-type: none"> Deanery Gatherings to increase from three times a year to six per year. Review and redefine the role and membership of DLT to support the ongoing work of this plan – target 	<p><i>Deans</i></p> <p><i>Deans</i></p>	<p><i>From Autumn 2022</i></p> <p><i>Autumn 2022</i></p>

<p>based and focused.</p> <ul style="list-style-type: none"> • Encourage closer working and sharing of resources across the three 'new' geographic areas of ministerial focus – Hill and Wolds; Towns; and Hills and Vales. Ensure deanery vision and overview is maintained within these areas – “we are all in this together.” • Encourage engagement/representation with diocesan synod. Establish flow of communication between diocesan synod and deanery synod and parishes. • Provide support and on-going training for our PTOs. • Tap into wider PTO resources – eg York. • Streamline admin to reduce burdens. Work 'smart' in use of church officers. Devise support systems for lay people managing lots of things especially when in vacancy – check they are ok and feel valued. Devise strategies to make sure people are not over stretched; look for greater input from those higher up in the church. • Recognise and encourage our broader ministerial team including our distinctive deacon (Margaret Hall), our Readers (Ian Lyall, Mike Stallybrass), RPAs, Multiply Minister, Harton children and youth worker (Rachel Harrison). • Clarity over church costs and publication of needs and transparency about where money goes (at all levels). Engage communities in taking responsibility for their parish church building. Investigate and encourage a range of methods for people to 'give'. 	<p><i>Deans and deanery priest, incumbents, development minister to provide opportunities for sharing good practice and to undertake resource audits.</i></p> <p><i>Continuing message of sharing the journey via Deanery Gatherings etc. .</i></p> <p><i>Diocesan Synod reps to prepare paper to share across deanery.</i></p> <p><i>Use deanery gatherings to raise questions/concerns/ share good practice with diocesan synod.</i></p> <p><i>Via Greater Chapter, incumbents etc.</i></p> <p><i>Deans</i></p> <p><i>Explore, with benefices, possible need and funding (and other resources) to be able to support a deanery administrator. Scope out breadth of role, areas of responsibility. Are incumbents ready/willing to be relieved of administrative burden? Need to work out what specifically is needed – work with Gill.</i></p> <p><i>Deans, deanery priest and incumbents to explore any further support or training needs. Ensure working agreements are in place and regularly reviewed (annually). Ensure wider expectations are managed.</i></p> <p><i>Encourage, via deanery gatherings, DLT, Chapter meetings, engagement in stewardship training and campaigns – emphasis community involvement and responsibility towards parish churches.</i></p>	<p><i>From Autumn 2022</i></p> <p><i>On-going</i></p> <p><i>From autumn 2022</i></p> <p><i>Summer 2022</i></p> <p><i>Winter 2022/23</i></p> <p><i>Spring 2023</i></p> <p><i>Spring 2023</i></p> <p><i>Autumn 2022</i></p>
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<p>Encourage a biblical approach to 'giving' for those who are able. Work to create a climate of regular giving so as to avoid the need for lots of labour and often stressful fund raising – keep the latter for big projects and then get help with funding applications.</p>		
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Plan prepared by: Mrs Sue Teal (Lay Dean) and Rev'd Nicola Penn-Allison (Interim Deanery Priest) with the valuable input of the Planning Team – Barry Gillespie (Malton and Old Malton), Louise Hampson (West Buckrose), Irene Jervis (Buckrose Carrs), Daphne Rose (Street Parishes), Helen Ashdown (Howardian), Gillian Morley (Harton), Janet Nicholson (Wolds Valley) and Sarah Wright (Norton), Canon Veronica James (mentor and spiritual reflector).

Final version dated: 15/07/2022

Agreed by Area Dean: Rev'd Chris Wingfield 15/07/2022

Agreed by DLT: 05/07/2022

Agreed by Bishop and/or Archdeacon (*subject to diocesan consolidation*): [date]

Agreed by Deanery Synod: [date]