

## Appendix 5: Final Proforma for dMAP17

Alresford Deanery 7<sup>th</sup> February 2018

This appendix is concerned with helping you to present your dMAP17 plans in a standard form that makes it easier to process, to compare across deaneries and to be understood.

Please upload your completed document to the Dropbox folder.

**NB: Please note the completion date for this on the *timeline document*.**

### Guidelines

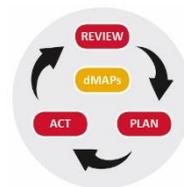
#### Summary Plan

1. **Objective #:** You will need to articulate what objectives you have agreed as a deanery.  
If you have too many you will simply not get enough traction, as recognised at the aMAP presentation evenings.
2. **Objective Description:** Explain here what it is you want to achieve.
3. **Impact:** What difference will this make in the Kingdom of God?
4. **Strategic Priorities engaged with:** Which of the 4 SPs does this objective engage with? (See key)
5. **aMAP Projects:** Which of the 12 aMAP projects does this objective engage with? (See key)

#### Detailed Plan

We have included two worked examples to hopefully make things clearer.

1. **Objective #:** As above
2. **Evidence:** What *signs of growth* will you see if this happens?
3. **Steps:** What *steps* will you take to make this happen?



## Key

### Strategic Priorities

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| SP1 – we grow authentic disciples            |
| SP2 – we re-imagine the church               |
| SP3 – we are agents of social transformation |
| SP4 – we belong together in Christ           |

See <http://www.winchester.anglican.org/about-us/strategic-priorities/>

### aMAP Projects

| <b>Four Major Step Change Projects</b> | <b>Three Smaller Projects</b>              | <b>Five Projects in progress</b>    |
|--|--|-------------------------------------|
| Agree Workable Deanery Plan            | AM8 – Rule of Life                         | AM3 – Prayer Groups                 |
| AM6&11 – Parish Partner Programmes     | AM5 – Relationship course in each Benefice | AM10 - Schools                      |
|  |  | AM11- FxC                           |
|  |  | AM3 - TKC                           |
|  |  | AM5 Pilgrim/Alpha in every Benefice |

## Summary Plan

(See key above)

| Your Objective # | Objective Description: What do want to <i>achieve</i> ? | Impact: How will this make a <i>difference</i> to your deanery? We look for this to happen under God.  | Strategic Priorities Engaged with | aMAP Objectives Engaged with |
|------------------|---|--|-----------------------------------|------------------------------|
| 1                | Devise and agree a workable Deanery Plan                | <p>Improve communication about deployment of Clergy, LLM's and BCM's within the deanery. Identify where planning around boundaries of parishes can be improved.</p> <p>The desired impact of developing a new Deanery Plan is to</p> <ul style="list-style-type: none"> <li>• Within constraints deploy Clergy in an intelligent and creative way.</li> <li>• Encourage Benefices to reflect realistically about expectations of ministry throughout the deanery and encourage full cooperation between benefices for agreed aims.</li> <li>• Support the deployment of Focal Ministries to support parishes and benefices.</li> </ul> | SP4                               |                              |
| 2                | Parish Partner Programmes                               | Seek partnering churches in less well-resourced areas.   | SP1                               | AM5                          |
| 3                | Rule of Life  | Using the Mission and Outreach Portfolio Advisor, workshops and prayer groups to be encouraged and facilitated.  | SP1                               | AM8                          |
| 4                | Relationship Courses in each benefice                   | Within the next year or two, and following the finding of the 'Who Cares' initiative each Benefice to run a Relationship Courses or Death Cafe.  | SP3                               | AM6 AM11                     |
| 5                | Resource & Benefice of the future initiatives           | Monitor Resource Church and Benefice of the Future initiatives to learn from findings and innovative ministerial models.   | SP 1,2&4                          |                              |



## Detailed Plan

For *each* of the objectives in your summary plan, please show below how you plan to deliver them.

| Your Objective # | Evidence: What do you want to <i>see</i> happening as a result of delivering your objective? How will you <i>know</i> you have been successful? What can you <i>count</i> or <i>measure</i> ? | Steps: What <i>steps</i> will you take to achieve this? What will you <i>input</i> to make it happen? <i>Who</i> does <i>what</i> by <i>when</i> ? How will it be achieved? What <i>resources</i> will you need to make it happen?  |
|------------------|---|---|
| 1                | <ul style="list-style-type: none"> <li>• Have a coherent plan to move forward with, which is realistic and agreed. (1year form agreement of AD Plan)</li> </ul>                               | <ul style="list-style-type: none"> <li>• Within 1 year of agreed Archdeaconry plan we will develop via Pastoral Committee and Deanery Synod a focused <b>Deanery Plan</b> that has realistic expectations concerning future deployment of all types of Ministries.<br/>To review and agree where appropriate geographical boundary changes to facilitate Deanery aspirations and encourage cooperation between benefices.</li> <li>• Alongside this work the deanery will seek to facilitate new models of ministry, especially concentrating on Focal Ministries. Focal Ministries it is planned will facilitate long term sustainable ministry that can be deployed across the deanery, seeking growth and affirmation for all types (LLM/BCM/Ordained) of ministry models.</li> </ul> <p><b>Focal Ministry will look like this.</b> With the current LLM ministers in the deanery and with the development of the BCM programme in Winchester Diocese, Alresford Deanery will explore and develop the role of the Lay Minister to include an opportunity, where desired for them to offer their expertise and skills in a formulised and intentional way.<br/>It is envisaged that for Alresford Deanery Focal Ministry [FM] will be for us.</p> <ul style="list-style-type: none"> <li>• a re-imagined ministry leader (not an incumbent).</li> </ul> |

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|   |  | <ul style="list-style-type: none"> <li>• a role that will galvanise faith and prayer in a parish and to facilitate Christian witness and worship.</li> <li>• each FM taking responsibility for the running of their church and being the 1<sup>st</sup> port of call for ministry in that parish.</li> <br/> <li>• FM's will be commissioned to work with the Incumbent (or those of Incumbent status) to propose, devise, and deliver worship across the parish within which they are responsible. Guiding the Incumbent in the daily needs of their area.</li> <br/> <li>• It is not envisaged that the FM is deployed in the stead of the incumbent, but rather work alongside, closely and with authority for the good of the area in which they work.</li> <br/> <li>• To accomplish this, we will approve Focal Ministry in principle by Q3 of 2018 and produce policy document by Q4 2018 – the policy document will be reliant upon information gathered where possible from site visits and information gathering exercises which will help us shape ministerial expectations and good practice. By the end of Q4 2018 Role Descriptions will be formulated that lay out the Deanery's clear expectations and boundaries for Focal Ministry work. At all stages Synod will be kept informed and consulted about all outcomes and progress. This piece of work will then be ongoing throughout the life of the aMap as we develop, learn and modify the shape of FM's.</li> </ul> |
| 2 | <ul style="list-style-type: none"> <li>• Parish Partner Programmes (within 3 years of agreement of AD Plan)</li> </ul> | <p>Seek Parishes who are less fortunate or who would welcome support with respect to resources or facilities. Seek to partner a mutual support network.</p> <ul style="list-style-type: none"> <li>• <b>Parish Partnership Programmes.</b></li> </ul>   |

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|  |  | <p>The Parishes of the Alresford Deanery have a lot going for them, particularly in natural resources such as farms and river, but mainly in the variety of people who live here – both in terms of age and skills. It would seem a genuine possibility for us either individually or collectively as a deanery to offer some sort of ‘twinning’ arrangement with parishes in less well provisioned parts of the Diocese - and in particular places within the Northern Archdeaconry.</p> <p>In the 1<sup>st</sup> instance a relationship would need to be established and developed with great care taken not to patronise.</p> <p>However, perhaps it is worth exploring if more formal relationships could be developed with parishes that are in vacancy in area it is difficult to attract ministers. Parishes in the deanery could then consider their willingness to share resources – including Clergy/LLM and FM’s. Perhaps even a FM being deployed to a parish and expenses (mileage etc.) payed through the deanery. But skills and knowledge could be offered to those in areas where things are difficult.</p> <p>This depends heavily on the Archdeacons and whether they see any value in it. But conceivably it we in the deanery would be able to at least offer...</p> <ul style="list-style-type: none"> <li>• Farm visits</li> <li>• Country walks to identify flowers, trees, insects, birds.</li> <li>• River walks – fish, insects, birds.</li> <li>• Cake making, needlework, knitting, patchwork</li> <li>• Singing and instruments (in the church perhaps)</li> <li>• Painting/drawing – out of doors if poss.</li> <li>• Photography – digital is very cheap now, and they’ll probably all have mobile phones.</li> <li>• Engines – tractors?</li> <li>• Worship together.</li> <li>• Pray together.</li> </ul> |
|--|--|--|

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| 3 | <ul style="list-style-type: none"> <li>• Rule of Life (as appropriate)</li> </ul>      | <ul style="list-style-type: none"> <li>• The Deanery would seek to appoint a person to govern, promote and drive this project. We would seek to appoint by Q2 2018 someone who would then be appointed the Deanery Mission &amp; Outreach Portfolio Advisor with the specific task of promoting and develop, prayer groups and workshops and meetings, with the sole purpose of encouraging Rule of Life engagement across the deanery.</li> <li>• In October 2018 [Q4] Revd. Sally Dakin is attending Deanery Synod to promote and deliver a Rule of Life workshop and will be the launch evening for the initiative.</li> </ul> |
| 4 | <ul style="list-style-type: none"> <li>• Relationship Courses or Death Cafe</li> </ul> | <ul style="list-style-type: none"> <li>• Q2 2018 seek people to deliver Relationship Courses or Death Café in two areas of the Deanery. Identify people to facilitate the courses.</li> </ul> <p>This is the church reacting positively to an emerging information from the 'Who Cares' initiative. During the finding of the 'Who Cares' initiative, relationships and pressures of modern life emerged as an area of great concern in all populations in the deanery, and the opportunity to discuss and explore issues that surround death.</p>  |

**Footnote: Deanery Plan:**

- Alresford Deanery occupies the geographical area of 27,082 Hectares, situated to the East of the city of Winchester. It is comprised of 20 Parishes ministering to a combine population of 14,732 people<sup>1</sup>.

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<sup>1</sup> figures quoted in note 4 of page 5 of the 'Alresford Deanery Supporting Thriving Rural Ministry' document based upon the findings of the Research & Intelligence Group, for the Economy and Transport and Environment, Hampshire County Council.

Currently at January 2018 the Deanery benefits from four full time stipend clergy posts. Upper Itchen x1/Arle Valley x1/Farleigh Candover and Wield x2. And 2 x 0.5 Priests I at Ropley, Bishop's Sutton and West Tisted, with (proposed) the other in the Itchen Valley. Giving a total provision of stipend incumbent and incumbent status clergy of 5.

Further to this the Deanery benefits from 5 LLM's, 1 SSM Curate, 2 retired clergy and a number of BCM's.

Within the last twelve months to January 2018 there have been new appointments in the Bishop Sutton Benefice, and the Arle Valley, and a resignation in the Itchen Valley as of January 2018.

The deanery does possess a Deanery Plan dated 2014 which envisaged a reduction in clergy beyond that which the Deanery now considers sustainable. We are seeking to explore how we deploy our Clergy, develop Lay skills [LLM & BCM] within a Focal Ministries framework and strengthen and expand the links between benefices.

The Deanery has considerable obstacles to overcome before it can be expected to produce an inclusive and collegial plan. But it is an aspiration of this deanery to work positively together to streamline our parish/benefice and Deanery boundaries and to seek closer working relationships and cooperation in various part of the deanery.

- The Deanery will remain interested in the development of Resource Church & Benefice of the Future (on going) initiative and will monitor development and consider findings as they emerge.