

**Winchester Deanery Mission and Pastoral Committee
Proposed clusters**

Paper issued for the Deanery Synod, 12 February 2015

Rationale for clustering

Winchester Diocese is committed to *Living the Mission of Jesus* and, as a strategic priority, recognising that *We belong together in Christ*. As a Deanery, this has led us to seek *Mission Partnerships* (clusters) with our neighbouring parishes, and opportunities to meet and pray together.

There is also a recognition that the number of stipendiary priests is falling with 40% due to retire in the next 10 years, which far outstrips those entering stipendiary ministry. At the same time, there is far greater population growth in other deaneries (e.g. Andover and Basingstoke) and so future stipendiary resources will be focused elsewhere. As a result, our Deanery's current stipendiary allocation of 11.5 (plus one incumbent House For Duty (HFD)) is likely to be reduced to 7 over the next decade (although with more planned HFD posts). We need to cluster together so that as future vacancies arise we are clear about how stipendiary ministry will be allocated within the Deanery and, more importantly, begin to resource and encourage other forms of ordained, licensed and authorised ministry now.

The timetable for clustering is further pressured by the imminent need to appoint stipendiary clergy, especially in the light of our current and pending vacancies. To enable the appointment of a priest under common tenure there has to be a 'direction of travel' for the cluster, even if there is still the need for further discernment regarding the precise form of that cluster e.g. group, team, benefice or parish.

The DMPC, clergy Chapter, and Bishops and Archdeacon have all reflected upon cluster proposals. The wishes of the PCCs have been taken into account at all levels. What is proposed is thought to be the best working model reflecting the aspirations of all parties and our common mission. Inevitably it cannot fill everyone's hopes, and relies on generosity and goodwill for its approval and future implementation.

The proposals only include stipendiary and HFD posts, but we recognise the invaluable contribution made by our Self Supporting Ministers (SSMs), Licensed Lay Ministers (LLMs) and retired clergy. Their support and the development of other ministries is vital and will be covered as we roll out the second strategic priority, *We Reimagine the Church*.

The proposed clusters

1. The Worthies and Upper & Lower Dever: 1 Stipendiary & 1 HFD

The post of Rector of the Worthies is to be filled with the understanding that the successful candidate would work with the current ministers to develop existing and new forms of ministry across the cluster. While current clergy are in place and with the new Rector of the Worthies, there is an opportunity to discern and train for mission as the context changes.

2. Compton, Hursley & Otterbourne and Twyford, Owslebury, Morestead & Colden Common: 1 Stipendiary & 1 HFD

The existing incumbents would increasingly work together drawing the benefices closer, and enabling new and existing forms of ministry. A new ministry and service pattern will be developed over time for the eventual one stipendiary.

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3. Christ Church and St. Barnabas with Barton Farm and St. Luke's: 2 Stipendiaries & 1 Pioneer

As Christ Church already has a vacancy and Barton Farm is under construction there is a time pressure to form this cluster. It is envisioned that St. Luke's will join this cluster. St. Luke's was a daughter church from Christ Church and there is already geographical overlap with Christ Church as many from the St. Luke's parish attend Christ Church's Messy Church. In addition, there are informal links between Christ Church and the fortnightly services at St. Mark's in the St. Luke's parish. Also, the St. Barnabas ministry in the estates of Weeke and Barton Farm has a sociological overlap with ministry in Stanmore.

4. Holy Trinity, and St. Bartholomew & St Lawrence/St. Swithun, and St. Matthew/St. Paul, and East Winchester, and St. Cross/St. Faith: 2 Stipendiaries & 1 HFD

The City centre and East parishes are already meeting as a cluster. They would be joined by St. Matthew's which looks towards the City centre rather than out towards Weeke or Stanmore. St. Faith's would join them while hopefully keeping an extra House for Duty post (not shown above) for the Hospital. While there are three incumbents a pattern of ministry will be developed identifying a parish priest for St. Faith's and also developing new and existing forms of ministry and patterns of worship for the predicted two stipendiaries.

The Deanery House for Duty would be based at Holy Trinity which could be a central hub for the cluster and/or Deanery and may be developed to engage with the Art School which has no chaplain.

While there are three incumbents a pattern of ministry will be developed identifying a parish priest for St. Faith's and also developing new and existing forms of ministry and patterns of worship for the predicted two stipendiaries. Links with the cathedral will also be built upon.

What happens next

On 12 February 2015 our Synod needs to agree a pattern of clusters which will be taken to the Northern Area Mission and Pastoral Committee and the Diocesan Bishop. The Archdeacon Michael and Bishops Tim and David have already seen these plans so a pattern the same as, or similar to, what is proposed is likely to be agreed.

All new stipendiary posts will have the proposed cluster in their parish profile so that an appointment under common tenure can proceed.

At a local level there are three main goals:

- to discern and encourage new forms of ministry to enable our mission. This follows on from Strategic Priority 2: *We reimagine the church*
- to incorporate in each pMAP (or bMAP) proposals to enable the creation of the relevant cluster
- to explore and work towards the appropriate legal structures for the clusters.

Deanery Strategic Priority 4 hoped that structures of governance would be in place for 2017. However, while some changes should be implemented by then, other journeys e.g. to a single parish or benefice where appropriate, may take longer.

The DMPC is very grateful for your continuing time in prayer and discernment through this process.

On behalf of The Deanery Mission & Pastoral Committee