Deanery Synod: Evening of 12 February 2015
at All Saints, Highcliffe Winchester

1.0 Reverend Paul Kennedy, the Area Dean welcomed the excellent turnout and the meeting began with prayers and praise.

2.0 **Clustering**

2.1 Campbell Dye, member of the Deanery Mission & Pastoral Committee led the group in a presentation and discussion on the working model for clustering which is the proposed direction of travel for our Deanery going forward. Campbell explained how the working model had come about; this included the initial draft by the DMPC; the subsequent input from Archdeacon for Mission Paul Moore and Rev Phil Dykes; the review and subsequent revisions by Chapter; and finally the input and support from Bishop David and Bishop Tim at the Diocesan level.

2.2 Campbell took the group through the key principles that had been agreed upon which will be vital to ensure the success of the working model:

Portfolios – a mix of skills	Care for the clergy	Ecumenical
Timebound and stepped approach	Links with the Cathedral	Focus Ministers
Links with the city	Generously collaborative	
Consultative – fair & transparent	Pioneering and Fresh Expressions	

2.3 The final working model was then presented to the Deanery Synod (fig 1).
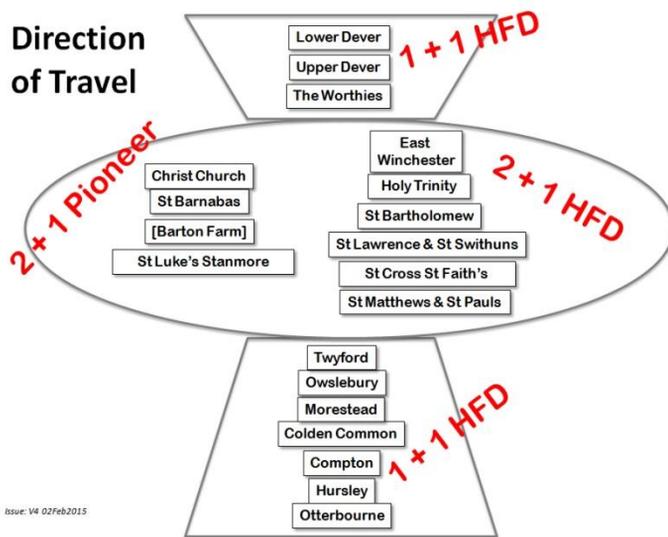
Fig 1. The Working Model for Clustering in the Winchester Deanery.
This diagram shows the proposed four clusters. It also notes the number of stipendiary posts and House For Duty (HFD) posts in each area. The diagram does not include SSMs and LLMs, whose ministry is vital to the success of the Clustering model.

2.4 A discussion was then held about the proposed working model in small groups. Each group was asked to focus on their hopes and expectations – specifically what we could do in clusters that we can't do now? Will this enable new things to be done at a Deanery level? How can this model free up clergy? And how will this attract new people to The Kingdom? Each group was also asked to look at their fears and concerns, namely: what will prevent the clusters from being successful? How big an issue is resourcing? And how will we bring people along with these changes?

2.5 This is a transcript of the feedback from the floor:
   i. Alys, St Bartholmew & St Lawrence with St Swith. The principle of the volume of paperwork must be looked at by the Diocese
   ii. Dick Wilkinson, St Matthews & St Pauls. Centralise administrative functions at a Deanery or Diocese level i.e. accounts/inventories/office hub staffed by paid person/people
   iii. Helen, Kingsworthy – cross training of laity. Growing Leaders training, pastoral care in teams, see the buildings as hubs/mini minsters
   iv. Mark Lowman, CCW – lay ministries in different forms, particularly young people. HFD model may attract older applicants – so challenge is where would our 20/30 year old lay ministers come from? How would we attract them?
   v. Johnathan, Morestead. What is the timetable behind the proposed timeframes? Is there a subtext of moving to the new model sooner? Response from Rev Paul Kennedy: change will happen as vacancies arise. However, as a Deanery we will begin working together in the new model with the existing teams in place
   vi. Alison, CCW & Bishops Council. For the rural parishes, this could be seen as a closure programme in disguise? However, at a Diocesan level, the Diocese has a commitment to grow the church in every area, including the rural communities
   vii. Paul Phillips, Owslebury – How do we bring more people, specifically younger people into the church?
   viii. Murray Dixon, St Cross w St Faiths – we have a vacancy but will have to adopt new processes for appointing our Priest in Charge as part of the new City Cluster – i.e. this will be a new approach.
   ix. Dave Thornton, CCW – is the hope of clustering that it will move us to church growth – with the caveat that stipendiary clergy is declining?
   x. Ann Francis, St Marks & St Lukes. Concerns about the speed in the move to the new Cluster working model. Hope that going forward there will be more time for reflection and listening. We mustn't move too fast, there must be time to adjust and organically grow into the new model.

2.6 The motion was then put to Synod: To accept the proposed Winchester Deanery Clustering Plan as the Direction of Travel for our Deanery. The motion was proposed by Rev Paul and seconded by Anthony Cross. After brief consultation it was agreed by a show of hands that the vote should be 'both houses together'. The motion was carried: In favour: 54, opposed: 1, abstentions: 5.

3.0 **Parish Mission Action Plan – Q&A session**
   A short Q&A session was held to raise and record questions and concerns about the pMAP process. Here is a transcript of the discussion:
   i. William Prescott: Timescales are an issue – 3 parishes, 3 sets of people – impossible to arrange meetings within the timeframes. Paul Kennedy responded that for multiparish benefices its advisable to have one pMAP group that reports up to a Benefice Steering Group. In the light of sharing resources/new clustering model this is an opportunity to begin working more closely together.

ii. John Spens: there is a danger if we continue going at this pace something will go wrong. We are going in the right direction, but I do hope there is a recognition at a higher level that there is too much rush. When we write the pMAP we should be working with our clustering team – but realistically the pMAP timetable doesn't allow for that *[round of applause]*. Alison Coulter replied and said she would feed this back to the Bishops Council. Rev Paul urged that the pMAPs are kept very simple

iii. Is there any guidance on format so that there is a degree of uniformity across the parishes/benefices? Response: we are expecting something soon in a similar style as there was for the dMAP. There is a pMAP template that will be published shortly.

iv. Until there is a clear plan at a Deanery level, it is difficult to develop the pMAP. Wendy Jones responded that she is doing a dMAP 'To Do' list for the DMPC – and while that is being done she will create a parish-level version that might be useful for Parishes to cherry pick for their own areas *[general nods that this would be welcome]*

v. There was a request for clear lines of comms from the Deanery about the pMAP in terms of what the timeframes are and in what format.

4.0 **Finance Report**
4.1 Hugh Podger, Finance Committee Chair took the group through the Finance Report with the following comments/matters arising:

4.2 Hugh congratulated the Deanery on an exceptional performance as it has met all its financial commitments and is way ahead of all other deaneries in the Diocese

4.3 Parish Share 2016 – there will be no difference in the 2016 Parish Share compared to the previous although there have been some lessons learnt.

5.0 **Treasurer's Statement**
5.1 The Deanery is most grateful to CCW for covering the shortfall in Deanery subscriptions circa £1700+ for the year 2014.

5.2 The main expenditure in 2014 was on salaries – approx £5k plus expenses of AD and AAD. Some expenditure has been deferred to 2015.

5.3 Subscriptions in 2014 were reduced from £141 to £95 per Synod Member and this generated £6k, although a number of parishes didn't pay at all. The salary costs of £5,500 are expected in 2015 plus the usual expenses – so there will be a deficit of £2k which we have in reserve for this year.

5.4 The accounts were approved by Synod

6.0 The meeting closed with prayers.

Next Synod Meeting: Bring & Share Supper, 17 June 2015, 6pm onwards, St Marys, Twyford

Apologies recorded:

Alan Gordon	Mary Copping
Alan Gower	Roland Guy
Amanda Goulding	Ron Pont
Angie Watts	Ruth Guy
Brian Rees	Sue Foster
Geoffrey Bennetts	
Gregory Clifton-Smith	
Ian Dige	
Jane Roots	
Malcolm Lemon	
Mark Bailey	
Matthew Briggs	