

Alresford Deanery



Supporting Thriving Rural Ministry

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Alresford Deanery dMAP Planning

Draft Discussion Plan

We need to be able to present a well structured, sustainable and practical plan for the future to the Bishops and Archdeacons that best reflects the aims and ambitions of the Deanery, whilst addressing the issues that we have been asked to consider.

We are a largely rural deanery with even Alresford being small when compared to conurbations in other deaneries in the Diocese. The proposals in this draft discussion plan are designed to support our rural parishes in the best way possible to promote energy and growth throughout our combined ministry.

We know our current position, but what will the Deanery look like in 10 years' time?

To assist in the planning, Benefices were asked to provide a snap shot of what is happening in various ministry areas at present, this information being collated in the table on page 4.

Alresford Deanery Benefices at October 2017

Arle Valley

Priest-in-charge

4 Parishes

4 LLMs

1 BCM

1 Worship Leader (unofficial)

Retired Clergy

Youth Ministry Team

Itchen Valley

Rector

Single Parish Benefice

4 DCCs

1 SSM

1 LLM

Farleigh, Candover and Wield

Rector

Associate Rector

5 Parishes

1 Single Parish with 4 DCCs

1 LLM

Upper Itchen

Rector

Benefice Forum

6 Parishes

Associate Priest

1 LLM

1 BCM + 1 BCM in training

Youth Ministry Team

Ropley, Bishop's Sutton & West Tisted

Half-Stipend Priest

3 Parishes

1 LLM

Worship Leaders (unofficial)

PARISH MISSION ACTION PLANS : SUMMARY OF CURRENT AND PROPOSED ACTIVITIES in the Benefices of Alresford Deanery July 2017

	Arle Valley				Ichen Valley				Upper Ichen						Farleigh, Candover and Wield					Ropley						
	Bighton	New Alresford	Old Alresford	Ovington with Ichen Stoke	Avington	Ichen Abbas	Easton	Martyr Worthingly	Beauworth	Brandan	Cheriton	Hinton Ampner	Kilnston	Titchborne	Bradley	Brown & Chilcote Candover	Northington with Swarnton	Pres-ton Candover with Nutley	Wield	Cliddesden	Dummer	Farleigh SPB	Farleigh Ellisfield Wallop	Bishop's Sutton	Ropley	West Tisted
M Monthly W Weekly 2M 2/month O Occasional It. Planned																										
Children and Families	1st Sunday [M]	2nd Sun Family [M]	Village Family Service [M]	Café Church [M]	Little Rainbows toddler group [W] All Age Worship [M] Ark Sunday School [W]	**** UTX (Under the Cross) youth club [2M]; Regular Workshops			Family Svc [M]	BAAHC [M]	Cheriton Primary School governor Regular whole school assemblies	Family Svc [M]	Family Svc [M]		Family Svc [O]	Primary school governor Whole school assemblies [2W] Youth work under consideration			Weekly Family Svc /All Age [M]				Family Svc [M]	Family Svc [M]	Ropley School weekly worship Children's Workshops [O]	
Youth Schools	Our Place & Our Place + Home groups	Power House [M]							Cheriton Primary School governor Regular whole school assemblies																	
Age 20-40	*Church Choir	***							*Church Choir	**																
Age 40-60	*	**							**Café on the Green *																	
Retired (Excluding BCP services etc.)	Coffee Cake & Chat [M]	Table Talk [M]				**	*	1st Monday Club		*																
Men	Fresh Directions Bereavement Support [M]	***Dads' Group																								
Women	**Mothers' Union																									
Community Groups	Chatter Box Parent & Toddler group	Churches Together activities	Watercress Cafe	Messy Church [M]	Free to Be group—mental illness Bereavement Journey [O]				Restart Good Cop-paularis ?																Coffee Mornings	
Fresh Expressions					*CAMEO (Communion & Meet Each Other) lunch for over 65s [M]			Prayer Chain																Messy Church		
Prayer Groups	4 Home Groups				***[A Primary School & PM Informal worship on Tuesdays Prayer walking round villages				2 groups															1 group		
Bible Study Groups					***Women's group bible study & prayer ** Monday Study Group Discipleship Courses				1 group																1 group [M]	
House Churches																										
Outside/Garden Churches Any Other	Pastoral Visiting etc.								Community Lunches																	
									Clergy support Winchester Prison Chaplaincy Dept.																	

Alresford Deanery Population Forecasts and Benefice Areas

Locations		Population 2016			Population 2023			Area in Hectares		
		Benefice	Parish	Individual Parishes	Benefice	Combined Benefices	Individual Parishes	Benefice	Combined Benefices	Individual Parishes
Arle and Itchen Valley	Arle Valley	New Alresford	5414	7869	7042	8336	279	4750	8426	
		Bighton	338				1156			
		Old Alresford	575				1692			
		Ovington with Itchen Stoke	202				1623			
Itchen Valley	Itchen Valley	Avington ³		1340	1294	3676				
		Easton ³								
		Itchen Abbas ³								
		Martyr Worthy ³								
Upper Itchen and Ropley	Upper Itchen	Beauworth	105	4207	1941	5276	580	8935		
		Bramdean ¹	625						1462	
		Hinton Amptner ¹	714						1323	
		Cheriton	266						676	
		Kilmeston	275						1235	
		Tichbourne	454						1209	
Ropley	Ropley	Bishop's Sutton	1591	2222	2293	3659	1497			
		Ropley	177					953		
		West Tisted and Monkwood ²								
Farleigh, Candover and Wield	Candover and Wield	Bradley	110	2656	1383	6549	630	9721		
		Brown and Chilton Candover	248						2009	
		Northington with Swarraton	231						1280	
	Farleigh	Farleigh	Preston Candover with Nutley	521	4811	3428	3172	1779		
			Wield	250					851	
			Cliddesden	518					454	
			Dummer ⁶	423					1051	
			Ellisfield	261					949	
			Farleigh Wallop	94					718	

Total Area: 27,082

17,381

14,732

Total Population:

14,732

17,381

27,082

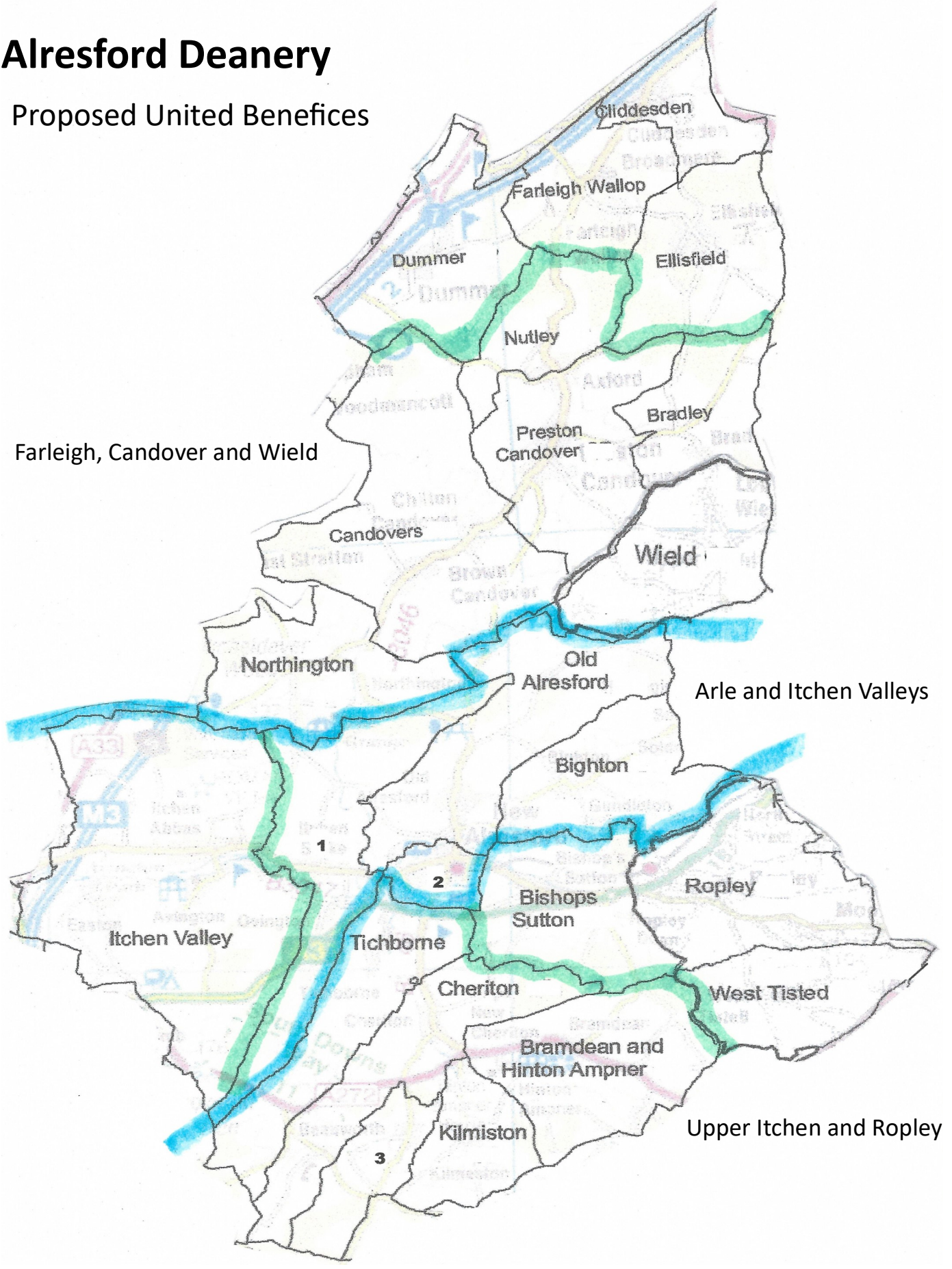
Notes to page 5

- 1 Bramdean and Hinton Ampner combined figures
- 2 Monkwood is paired with Ropley whose figures include Monkwood. Monkwood has no Church now.
- 3 Individual figures not provided separately
- 4 All figures obtained from the Research & Intelligence Group, Economy, Transport and Environment, Hampshire County Council
- 5 Area figures based on Parish map provided with dMAP
- 6 Dummer population forecast to increase gradually from 2018
- 7 Southampton population 2016: 251,562 and 2023: 265,488
- 8 Winchester population 2016: 40,155 and 2023: 42,203

In planning a strong framework for the Deanery of the Future, the Farleigh model* seemed a good place to start. Consideration was also given to the statistics relating to parish populations, size of geographic areas and predicted population growth (see page 5). This work resulted in a proposed basic structure of 3 United Benefices. (*See Glossary)

Alresford Deanery

Proposed United Benefices



Key : 1. Ovington with Itchen Stoke; 2. New Alresford; 3. Beauworth

Alresford dMAP Planning Considerations

Childrens' and Youth Ministry

Throughout the Deanery, Mission and Outreach will be the driving force for a Thriving Rural Ministry. Starting at grass roots, with Childrens' and Youth ministry, a formal Youth Ministry Team, supported by an LLM (Licensed Lay Minister) or BCM (Bishop's Commission for Mission), will be strengthened or put in place in each Benefice. The role of the Deanery will be to provide and facilitate the sharing of experience and knowledge.

Focal (Parish) Ministry

To support and enhance the ministry of Benefice Incumbents, each parish / church will have an LLM or BCM link. Although the practical details of this will be worked out between those involved, in principle the link person will be responsible for liaising with the Incumbent, Youth Ministry Team and Church Wardens in planning and preparing for services in their parish / church. They will participate in Eucharistic services and lead non-Eucharistic services as required. In addition they may contribute to parish life in whatever way best suits their talents and available time, given the constraints of a working and or family life. They would also attend PCC meetings.

During the next few years there will need to be some active recruitment of candidates for training as BCMs and LLMS with PCCs becoming directly involved in supporting the individuals concerned. The Deanery role will be one of information and practical support.

Management Structure

When considering benefice management, it is important to streamline the structures as much as possible to allow clergy the maximum time to fulfil their missional lives. Within the 3 proposed United Benefices, current Benefices will retain their identities for management purposes.

Itchen Valley and Farleigh are currently Single Parish Benefices and have therefore already addressed the simplification of their management structure. Upper Itchen adopted the Benefice Forum structure, which has also been proven to work extremely well and is being promoted elsewhere in the Diocese as a model. It is therefore proposed that both Ropley, Bishop's Sutton & West Tisted and Candover & Wield adopt the Forum structure. New Alresford, being the size it is, remains as a separate PCC, with Brighton, Old Alresford and Ovington with Itchen Stoke becoming a Parish Forum.

Clergy Appointments

Bearing in mind the challenges faced regarding available clergy numbers in the next ten years, it is proposed that each United Benefice will have a full Stipendiary post, while Itchen Valley, Ropley and Farleigh will have an Associate Priest, as a half stipend or house for duty or similar post. Arle Valley will have responsibility for the Curate Training Hub, supported by retired clergy. The Deanery Mission and Outreach Portfolio will be held by one of the Associate Clergy at any given time.

Alresford Deanery Benefices at December 2027

Arle & Itchen Valleys		Upper Itchen & Ropley		Farleigh, Candover & Wield	
Incumbent		Incumbent		Incumbent	
Arle Valley	Itchen Valley	Upper Itchen	Ropley	Candover & Wield	Farleigh
Responsible for Curate Training Hub	Associate Priest		Associate Priest		Associate Priest
Deanery Mission and Outreach Portfolio to be held by one of the Associate Clergy at any given time					
1 PCC (New Alresford)	Single Parish Benefice 4 DCCs	Benefice Forum for 6 PCCs	Benefice Forum for 3 PCCs	Benefice Forum for 5 PCCs	Single Parish Benefice 4 DCCs
Parish Forum for 3 PCCs					
4 parish LLMs	1 LLM or 1 BCM per parish (DCC)	1 LLM at Bramdean 5 parish BCMS	1 LLM at Ropley 2 parish BCMS	1 parish LLM & 4 parish BCMS	1 parish LLM & 3 parish BCMS (DCC)
Youth Ministry Team with LLM / BCM	Youth Ministry Team with LLM / BCM	Youth Ministry Team With LLM / BCM	Youth Ministry Team With LLM / BCM	Youth Ministry Team with LLM / BCM	Youth Ministry Team with LLM / BCM

DEANERY MISSION ACTION PLAN 2018—2027

Alresford Deanery Benefices October 2017

	Arle Valley			Itchen Valley			Upper Itchen						Farleigh, Candover and Wield						Ropley							
PCCs or DCCs	Bighton	New Alresford	Old Alresford	Ovington with Itchen Stoke	Avington	Easton	Itchen Abbas	Martyr Wor-thy	Beau-worth	Bramde an inc. CitW	Cheriton	Hinton Ampner	Kilme-ston	Tich-bome	Brad-ley	Brown & Chil-ton Candover	North-ington with Swar-ton	Pres-ton Candover with Nutley	Wield	Clidde-sden	Dum-mer	Ellis-field	Far-leigh Wal-lop	Bish-op's Sutton	Ropley	West Tisted Monk-wood
	Priest-in-Charge			Rector			Rector						Rector						Half-Stipend Priest							
	[3 Retired Clergy]			Self-Supporting Minister			Associate Priest						Associate Rector													
	4 LLMs 1 BCM 1 Worship Leader [Unofficial]			1 LLM			1 LLM 1 BCM + 1 BCM in training Youth Ministry Team						1 LLM						1 LLM ? Worship Leaders [Unofficial]							

Alresford Deanery Benefices December 2027

	Arle & Itchen Valleys			Upper Itchen & Ropley			Farleigh, Candover and Wield																					
United Benefice(s)	Arle & Itchen Valleys			Upper Itchen & Ropley			Farleigh, Candover and Wield																					
Incumbent	Incumbent [Full Stipend]			Incumbent [Full Stipend]			Incumbent [Full Stipend]																					
Benefice / Parish	Arle Valley			Upper Itchen			Candover and Wield						Farleigh															
Clergy	Responsible for Curate Training Hub [Supported by retired clergy]			Associate Priest [Part Stipend or similar]			Associate Priest [Part Stipend or similar]						Associate Priest [Part Stipend or similar]															
Mission	Deanery Mission and Outreach Portfolio									to be held by one of the Associate Clergy at any given time, as an additional paid role																		
Structure	Parish Forum			Benefice Forum			Benefice Forum						Single Parish Benefice															
Admin-istration	Full time paid Administrator									Full or Part-time paid Administrator																		
PCCs or DCCs	New Alresford	Bighton	Old Alresford	Ovington with Itchen Stoke	Avington	Itchen Abbas	Easton	Martyr Wor-thy	Beau-worth	Bramde an inc. CitW	Cheriton	Hinton Ampner	Kilme-ston	Tich-bome	Bish-op's Sutton	Rop-ley	West Tisted Monk-wood	Brad-ley	Brown & Chil-ton Candover	North-ington with Swar-ton	Preston Candover with Nutley	Wield	Clidde-sden	Dum-mer	Ellis-field	Far-leigh Wallop		
Focal Ministry	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM	LLM
Children's & Youth Ministry	Youth Ministry Team with LLM / BCM									Youth Ministry Team with LLM / BCM						Youth Ministry Team with LLM / BCM												

Churches of the Alresford Deanery

Arle and Itchen Valley

Arle Valley :	Bighton	All Saints
	New Alresford	St. John the Baptist
	Old Alresford	St. Mary
	Ovington with Itchen Stoke	St. Peter
Itchen Valley :	Avington	St. Mary
	Easton	St. Mary
	Itchen Abbas	St. John the Baptist

Farleigh, Candover and Wield

Candover And Wield :	Bradley	All Saints
	Brown with Chilton Candover	St. Peter
	Northington & Swarraton	St. John the Evangelist, Northington
	Preston Candover with Nutley Wield	St. Mary the Virgin St. James
Farleigh :	Cliddesden	St. Leonard
	Dummer	All Saints
	Ellisfield	St. Martin
	Farleigh Wallop	St. Andrew

Upper Itchen and Ropley

Upper Itchen :	Beauworth	St. James
	Bramdean	St. Simon & St. Jude
	with Bramdean Common	Church in the Wood
	Cheriton	St. Michael & All Angels
	Hinton Ampner	All Saints
	Kilmeston	St. Andrew
	Tichborne	St. Andrew
Ropley, Bishop's Sutton & West Tisted :	Bishop's Sutton	St. Nicholas
	Ropley with Monkwood	St. Peter's Church
	West Tisted	St. Mary Magdalene

Alresford Deanery
Outline Draft Mission Action Plan 2018
Brief Summary of Key Points for Benefices

		dMAP Priorities
1		<p>Focal Ministry To support and enhance the ministry of Benefice incumbents the Deanery will encourage, facilitate and provide on-going support for the recruitment, training and ministry of Licensed Lay Ministers (LLM) and those holding a Bishop's Commission for Mission (BCM) with the ultimate aim of having an LLM or BCM linked to every parish or village in the Deanery and each Children's & Youth Ministry Team.</p>
2		<p>Mission and Outreach</p>
	a	To encourage, facilitate and provide on-going support for a Children's & Youth Ministry Team in each United Benefice with a dedicated LLM or BCM link for each team.
	b	A Deanery Mission and Outreach Portfolio to be held by one of the Associate Priests as an additional paid role, the remit to be a focal point for generating, co-ordinating, supporting and evaluating initiatives and activities in the Deanery.
	c	<p>WhoCares? To identify common areas of concern; to recruit congregation members to run Deanery courses on relevant subjects, Relationships being the area particularly highlighted; to provide the necessary training, resources and support.</p>
	d	<p>Schools To continue to support the current links with primary schools and pre-schools in the Deanery; to encourage and support the development of a link with Perins Secondary School.</p>
	e	<p>Pilgrim / Alpha To encourage and support the development of courses in each of the United Benefices.</p>

NOTES :

1. Focal Ministry - see Glossary
2. Suggested Support for Resources : Deanery subscription to ROOTs and donation to LightLive - see Glossary
3. Possible Annual Deanery Service to support funding of resources
4. All areas identified in the July 2017 Review (page 4) as having been successfully achieved are to be maintained and are not included above.

Alresford Deanery

Mission Action Review and Draft Mission Action Plan

in relation to Strategic Priorities and aMAP Objectives

	ACTION	SP1 We grow authentic disciples		SP2 We re-imagine the church		SP3 We are agents of social transformation		SP4 We belong together in Christ	
		<i>Already Doing</i>	<i>dMAP</i>	<i>Already Doing</i>	<i>dMAP</i>	<i>Already Doing</i>	<i>dMAP</i>	<i>Already Doing</i>	<i>dMAP</i>
1	Promote Diocesan Rule of Life	Y							
2	Develop wider and deeper participation with our Companion Links at all levels							Y Lango	
3	Embed the Ascension to Pentecost Novena for Prayer & Evangelism	Y						Y	
4	Invest where there is greatest potential for numerical growth								
5	Alpha or Pilgrim Everywhere		Y						
6	Participate in Major Development Areas of 250+ dwellings		Y Alresford				Y Alresford		
7	Deepen engagement with FE and HE institutions and their students								
8	Widen the delivery of Fresh Expressions through parishes and 'hubs'			Y	Y				
9	Promote rural evangelism & discipleship			Y	Y				
10	Strengthening engagement with Church and Community Schools and responding to the academies agenda					Y	Y Perins		
11	Promoting social engagement for the Common Good					Y Who	Y Cares?		
12	Increase vocations to licensed and authorised ministry							Y BCMs	Y LLMs

Appendix 1



Strategic Priorities

2013

Under God, delighting in His grace and rooted in the Diocesan rule of life, we will be a Diocese in which:

We grow authentic disciples, going out as individuals passionately, confidently and courageously sharing their faith, and coming together as creative church communities of prayer and worship that live out Kingdom values.

We re-imagine the Church intentionally connecting and engaging with our local communities in culturally relevant ways. We will rejoice in the richness of the 'mixed economy' of all ministry and proactively promote vibrant parochial and breathtaking pioneering ministries amongst 'missing' generations, eg children, young people, under 35s.

We are agents of social transformation using our influence as a Diocese to transform public and personal life. We will demonstrate loving faith at work in local communities and across the globe bringing healing, restoration and reconciliation, eg through education, social enterprise, health care, spiritual care teams.

We belong together in Christ, practising sacrificial living and good stewardship of all that God has entrusted to us. We will combine radical generosity, care and capacity building with a clear focus on directing finance into the mission of Jesus. Sharing and multiplying local good practice, using people, buildings and other resources wisely, we will seek to boldly prune, plant and invest in building for the Kingdom.

(Text copied from Winchester Diocese website)

Appendix 2

Archdeaconry Mission Action Plan

Achieving Sustainable Growth for the Common Good

Bishop's Staff, Bishop's Council and members of the Diocesan team have been working to build upon the foundations of our four Strategic Priorities (we grow authentic disciples; we re-imagine the Church; we are agents of social transformation; and we belong together in Christ) to create an Archdeaconry Mission Action Plan (aMAP).

The aMAP covers all of our Diocese, but there are distinctive elements for each of the two Archdeaconries, which will be led by the Bishop of Basingstoke and the Bishop of Southampton. The aMAP is next stage of the work undertaken at Diocesan Synod Conference, which brought together 200 people from across the Diocese in October 2016 to discern the next phase of our Diocesan Mission Strategy.

The aMAP is comprised of 12 areas of mission focus, which together will help us to achieve sustainable growth for the common good. Of these 12, five are already in progress:

1. **The Diocesan Rule of Life: 'Sharing God's Life'**: a pattern for loving, living and serving that provides the foundation for our mission spirituality;
2. **Companion Links**: widening and deepening our engagement with God's mission in other cultures and contexts and learning from and with our Links;
3. **Strengthening engagement with all schools**;
4. **Fresh expressions of Church**: developing contextual forms of Church for our changing culture, primarily for people who are not yet members of any church;
5. **Alpha/Pilgrim initiative**: a network of evangelism and discipleship courses across the Diocese.

We also have 3 additional projects which we will be focusing on in the coming months and years:

6. **Thy Kingdom Come**: this will provide a renewed focus on prayer from Ascension to Pentecost, culminating in the Cathedral Beacon event;
7. **Social Transformation**: promoting social engagement and social enterprise through Winchester Social Enterprise, beginning with a network of Diocesan 'Launchpad Early Years' pre-schools;
8. **Increasing Vocations**: we are seeking a 50% increase in vocations to lay and ordained ministries and up to 8 additional curates each year over the next 3 years.

Finally, we have four major 'step-change' projects, for which we are seeking funding to enable them to happen.

9. **Rural mission: 'Benefice of the Future'** – 3 pilot benefices will test and learn from new models for rural evangelism and discipleship;
10. **Resource Churches planted**: we will provide two Resource Churches in large conurbations which will produce two further church plants connected with two pilot areas establishing two new pioneering hubs;
11. **Major Development Areas**: we want to provide church support for community development and pioneer mission in areas with over 250 new homes;
12. **Further and Higher Education**: we will grow and deepen our engagement with student communities and with FE/HE institutions (especially in two strategic contexts).

Diocesan Synod voted in favour of adopting the aMAP in March 2017.

(Text copied from Winchester Diocese website)

Appendix 3

A Diocesan Rule of Life

What is a Rule of Life?

A Rule of Life can help us to respond to the love of God revealed in the Lord Jesus, in his life, death and resurrection. Individually and together, as we are led by the Spirit, a Rule can help us to become more like Christ.

A Rule of Life is a way of putting our relationship with God into practice, a way of balancing action and reflection. It isn't about 'keeping the rules'; it is about discovering how we can grow as Christ's disciples in the rhythms and relationships that make up our everyday lives.

We've chosen the 'three-fold cord' as a symbol of our calling to Passionate Personal Spirituality, Pioneering Faith Communities and Prophetic Global Citizenship, and the three areas of the Diocesan Rule of Life – Loving, Living & Serving – correspond to these '3 Ps'. It's also about sharing God's life in three dimensions: we are each invited to share in the life of God the Holy Trinity; we are all invited to share his life as we worship and grow together; and we are invited to share this 'life in all its fullness' with the world around us.

So rather just letting life happen, we can choose to live for God in every area of our lives. We can stop and listen to his invitation to receive and respond to his love in Christ, creating a Rule of Life which will support us in living out our own particular calling. It's a way of saying 'Yes' to the God who says 'Yes' to us.

Pioneering Faith Communities / **Living** /
Sharing our lives as we worship and grow
together

Passionate Personal Spirituality / **Loving** /
Sharing the Life of the Trinity

Prophetic Global Citizenship / **Serving** /
Sharing life in all its fullness with the world
around us

For further information refer to the Rule of Life Booklet available to download from the Winchester Diocese website

www.winchester.anglican.org

Appendix 4 : Winchester Diocese dMAP Proforma

Draft submitted for Alresford Deanery

October 2017

Appendix 5: Final Proforma for dMAP17

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?



Version 1 July 2017

Key

Strategic Priorities

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

Four Major Step Change Projects	Three Smaller Projects	Five Projects in progress
Agree Workable Deanery Plan	AM8 – Rule of Life	AM3 – Prayer Groups
AM9/5 – Focal Ministry Plan	AM6&11 – Parish Partner Programmes	AM10 - Schools
AM5 – Relationship course in each Benefice	AM – Chaplaincy at Prison/Cathedral/Street pastor/Hospice	AM11- FxC
		AM3 - TKC
		AM5 Pilgrim/Alpha in every Benefice

Alresford Deanery Draft dMAP continued

Summary Plan

(See key above)

Your Objective #	Objective Description: What do you 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	Improve communication about deployment of Clergy, LLM's and BCM's within the deanery. Identify where planning around boundaries of parishes can be improved.	SP4	
2	Focal Ministries	Encourage the training of Focal Ministers for deployment across the deanery.	SP2	AM9, AM5
3	Relationship Courses in each benefice	Following the finding of the 'Who Cares' initiative each Benefice to run a Relationship course.	SP1	AM5
4	Rule of Life	Using the Mission and Outreach Portfolio Advisor, workshops and prayer groups to be encouraged and encouraged.	SP1	AM8
5	Parish Partner Programmes	Seek partnering churches in less well-resourced areas.	SP3	AM6 AM11
6	Chaplaincy roles in Diocese	All Licensed Clergy and Ministers to offer hours as Chaplain to an organisation outside the deanery.	SP2	

Alresford Deanery Draft dMAP continued

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 see happening as a result of delivering your objective? How will you know you have been successful? What can you count or measure?	Steps: What steps will you take to achieve this? What will you input to make it happen? Who does what by when? How will it be achieved? What resources will you need to make it happen?
1	Have a coherent plan to move forward with, which is realistic and agreed.	Within 6 months via the Deanery Mission and Pastoral Committee seek to find and focused agreement with realistic expectations concerning future deployment of all types of Ministries. To review and agree where appropriate geographical boundary changes to facilitate Deanery aspirations.
2	<ul style="list-style-type: none"> • Focal Ministries 	6mths: following agreement of Deanery Plan, develop a Focal Ministry Job Description/ Licence and strategy for deploying new models of resourcing. Complete ministry audit and Identify any required training and potential commissioning opportunities.
3	<ul style="list-style-type: none"> • Relationship Courses 	Review Outcomes from the Who Cares Initiative Identify people to facilitate Relationship Courses in each benefice.
4	<ul style="list-style-type: none"> • Rule of Life 	Using the Deanery Mission & Outreach Portfolio Advisor to develop and facilitate meetings, prayer groups and workshops to encourage Rule of Life engagement across the deanery.
5	<ul style="list-style-type: none"> • Parish Partner Programmes 	Seek Parishes who are less fortunate with respect to resources or facilities. Seek to partner a mutual support network. Look to Parishes that may need help with Sunday Service provision whether it be Priestly or Lay support – review possibility of Licensing Ministers to parishes who find it difficult to get Ministerial support.
6	<ul style="list-style-type: none"> • Chaplaincy roles for all Licensed Ministers in the Deanery 	Seek to Establish Chaplaincy support Roles for all Licensed Ministers in the Deanery. Looking to Support Hospice, Hospital, Prison, Cathedral, Street Pastor etc.

Glossary

	Term	Details
	Alpha	Alpha is a series of sessions exploring the Christian faith. Each talk looks at a different question around faith and is designed to create conversation. Alpha is run all around the globe, and everyone's welcome. It runs in cafés, churches, universities, homes — you name it. No two Alphas look the same, but generally they have three key things in common : food, a talk and good conversation. <i>alpha.org</i>
	Associate Priest	An associate of the incumbent of the parish or benefice, working across the benefice but often with specific responsibility for some of the parishes within the benefice. <i>An example advertisement from the Eight Saints Cluster in Truro Diocese : The new Associate Priest will work across the entire cluster but have specific pastoral responsibility for four of those parishes, with the potential at some point to become priest-in-charge of those four.</i>
	Authorised Ministry	Authorised ministry includes the Ordained Ministry, being Bishops, Priest and Deacons, and the Licensed Lay Ministry, being Licensed Lay Ministers and Licensed Lay Workers. <i>www.winchester.anglican.org/resources/resources-for-clergy-llms</i>
	Benefice	A Benefice is an ecclesiastical office which, under law, carries certain duties and conditions (called the spiritualities) together with certain revenues (called the temporalities). The office holder is known as the Incumbent. It is possible for one person to be incumbent of two benefices (called plurality) but it is rare. However, today there are many situations where there are several parishes in one benefice. <i>www.churchsociety.org/cstrust/appointments/overview</i>
BCM	Bishop's Commission for Mission	The Bishop's Commission for Mission is a form of lay ministry which is recognised in Winchester Diocese. It does not, on its own, imply authorisation for particular ministries. However, receiving a BCM will normally provide an incumbent / p-i-c with good grounds to expect a lay person to undertake regularly what they might otherwise do only occasionally. BCM is a lay training programme provided by the School of Mission, focused on enabling church members to live missionally in every part of their lives, equipping them to live out their vocation to the full. Currently the training programme offers training for BCM Pastoral, BCM Worship Leaders and BCM Witness, with further streams to be added in due course. For more information see the Diocese website. <i>www.winchester.anglican.org/school-of-mission/bcm</i>
	Curate	After ordination most clergy serve as assistants to parish priests before taking up a lead post in a parish. As they share the cure of souls with the parish priest they are often known as assistant curates, although in many places they are colloquially known simply as "curates" in distinction from the incumbent, and their term of appointment as an assistant is known as a curacy.
DCC	District Church Council	In certain situations, teams may comprise a single parish and PCC, with individual DCCs for separate churches. This situation can arise when pastoral re-organisation has resulted in two or more parishes being combined into a single benefice and PCC, with DCCs created to retain the sense of local community of the former separate parishes. DCCs can prepare their own accounts but, until brought together at the PCC level, these have no legal standing. <i>www.parishresources.org.uk</i> The DCC is the elected body that is responsible with the designated ordained minister (under the authority of the incumbent or Team Rector) for the life, ministry and mission of a district church — usually within a Team Parish. <i>THE CHURCH OF ENGLAND – A short glossary – June 2007 published by the Council for Christian Unity, Church House, Great Smith Street, London SW1P 3NZ 020 7898 1479 ccu@c-of-e.org.uk</i>

	Term	Details
	Farleigh Model	A phrase coined for use in this document to describe the current structure of Farleigh, Candover & Wield, this being a Benefice made up of a Single Parish Benefice and multiple independent parishes with, in the Farleigh example, an Incumbent and Associate Rector.
	Focal Ministry	<p>Focal Minister : The first port of call in the local community.</p> <p>Focal Ministers are individuals who are a key point of access to the Church, where a vicar may not be present. Focal Ministers do not need to be ordained. They may be involved in worship, in mission and outreach, or in pastoral care in their local congregation and community.</p> <p style="text-align: center;"><i>churchinwales.org.uk</i></p> <p>“The truth is that, for its own health and growth, every church community needs its own designated leader, a focal point for the worshipping, community and ministry life of the church. Such a focal leader should be an ever present integral part of the church community, not an occasional visitor to it. The job of church leadership in the 21st century is hard enough. It is much better for health and growth of leaders, whether paid or unpaid, ordained or not, to ask them to attempt to lead one church at once. ... they will form the natural core of their own church life and community.”</p> <p style="text-align: center;"><i>from ‘What makes churches grow? by Bob Jackson, Church House Publishing</i></p> <p>Focal ministry. Each congregation needs either one person or a small team as the ‘face of the church’ for both congregation and wider community. The focal minister might be a locally ordained minister, retired clergy, licensed lay minister, church warden, or simply the obvious ‘pillar’ of the congregation. What Steven Croft calls ‘pastoral churches’ with 50+ members may require a team of two or three. The role is likely to vary with the context and the person called. Crucially, the focal minister is not expected to shoulder all the burdens of a traditional vicar.</p> <p style="text-align: center;"><i>ministrydevelopment.org.uk</i></p>
	Forum, Benefice or Parish	<p>All the PCCs of a Benefice meet together as a Benefice Forum three times per year, or as necessary, to discuss business affecting all parishes, before breaking to meet as individual PCCs. Each PCC retains its legal identity but much of the meeting administration can be centralised. This format also streamlines administration by enabling the incumbent and other members of the Benefice clergy to attend all PCCs but in one evening rather than many. If there are particularly important items on PCC agendas they can be arranged so that the incumbent can visit each PCC in turn in order to be present for that part of their meeting. Each PCC will require a minute secretary and treasurer. There may be an independent benefice secretary and treasurer or each may be a job share with one of the PCCs. The PCCs nominate representatives to the Forum. Should the Forum have raised issues that the PCCs needed to discuss and vote on, these representatives may be required to return to the Forum floor after the PCC meetings to report back. A venue such as Old Alresford Place, which has a variety of suitable meeting rooms, is ideal.</p> <p>A Parish Forum format is as above but for a selection of PCCs within the Benefice rather than for the entire Benefice.</p>
FxC	Fresh Expressions of Church	<p>A way of describing the creation of new congregations or churches which vary in ethos and style from the church which starts them. This is because they are designed to reach a different group of people than those already attending the original church.</p> <p>There is no single model to copy but the emphasis is on planting something which is appropriate to its context, rather than cloning something which works elsewhere.</p> <p>A fresh expression of church serves those outside the church, listens to people and enters their culture, makes discipleship a priority and forms church.</p> <p style="text-align: center;"><i>www.churchofengland.org/our-faith/mission/missionevangalism/fresh-expressions</i></p> <p>“Fresh Expressions are new forms of church that emerge within contemporary culture and engage primarily with those who don’t ‘go to church”</p> <p style="text-align: center;"><i>freshexpressions.org.uk</i></p>
	Full Stipend	A priest on a full stipend will reasonably be expected to give a five day week plus Sundays . (See Stipend)

	Term	Details
	Half Stipend	A priest receiving a half stipend will reasonably be expected to give a three day week plus Sundays. <i>(See Stipend)</i>
HfD	House for Duty	House for Duty (HfD) is normally defined as ‘Sunday duty plus x days per week’* (or x sessions or x hours per week). The priest gains a house to live in rent free with the diocese or parish paying Council Tax, Water Rates and being responsible for the maintenance of the property. <i>www.churchofengland.org/media House for Duty Guidance Phase 2 pdf</i> (*Often 2 days per week)
	LightLive	Quality Bible-based resources for your children's, youth and all-age ministry. <i>LightLive</i> gives you the tools to deliver fun and exciting Bible-based sessions with your group. You can access thousands of activities to use in your sessions and tailor each session to the needs of your group. You can follow the <i>LightLive</i> syllabus and create sessions in a matter of minutes, or you can create your own syllabus for your group. As part of Scripture Union’s mission to see every one fully equipped to make disciples of children and young people, there is no cost for registering and using <i>LightLive</i> . However, the website does represent a significant investment of resource and we rely on donations from people like you to continue its development. Please pray with us, that the use of <i>LightLive</i> will make a lasting impact on the lives of children and young people across the UK and beyond as they discover what it means to follow Christ. <i>www.scriptureunion.org.uk</i>
LLM	Licensed Lay Minister	Licensed Lay Ministry (LLM) is the oldest recognised lay public ministry in the Church of England. Traditionally called Lay Reader, LLM is often seen as a ministry of leading worship, preaching and teaching. But it’s much more than that. LLMs are: ‘called to serve the Church of God and to work together with clergy and other ministers. They are to lead public worship, to preach and teach the word of God, to assist at the eucharist and to share in pastoral and evangelistic work. They are to encourage the ministries of God’s people, as the Spirit distributes gifts among us all. They are called to help the whole Church to participate in God’s mission to the world.’ The LLM Licensing Service <i>www.winchester.anglican.org/school-of-mission/vocations/licensed-lay-ministry</i>
LLW	Licensed Lay Worker or Lay Licensed Worker	The ministry of a Licensed Lay Worker (LLW) in the Church of England can include evangelism, leading worship, pastoral care and teaching. It can also extend to preaching and funeral ministry. This provision enables the Bishop to license lay people who have previous theological training and are already engaged in a particular ministry (either in a parish or an extra-parochial context) that demonstrates their vision for mission and that they have the gifts, skills and experience to exercise leadership in this ministry. For example, potential LLWs may already be involved in pioneer ministry, fresh expressions of Church, developing social enterprise projects and new monastic communities, or engaged in chaplaincy, in schools or the workplace. <i>www.winchester.anglican.org/school-of-mission/vocations/lay-licensed-worker</i>

	Term	Details
MAP a d b p	Mission Action Plan Archdeaconry Deanery Benefice Parish	<p style="text-align: center;">Overview of Mission Action Planning (MAP)</p> <p>The Diocese of Winchester is engaged in re-structuring to enable us together to become a mission-shaped diocese. One of the ways we are doing this is through stages of Mission Action Planning (MAP).</p> <p>Our vision statement is: “Living the Mission of Jesus” The 3 dimensions of that vision are: Passionate personal spirituality Pioneering faith communities Prophetic global citizens</p> <p>The Need for Change As we go forward to become a mission-shaped Diocese, the question has been raised as to why we need to change the way we are serving the people and structures of our Diocese. We can summarise this need under 3 headings:</p> <p>Mind the Gap The society in which we live has changed significantly. Simply thinking back to what life was like for many of us 20, 30, 40 years ago we can see that the societal context is just not the same, and thus needs a new and intentional approach.</p> <p>Bridge the Gap In times past people would come to church, and turn to the church, at times of greatest need but also as a centre for activity i.e. the church was at the centre of the community. Today, instead of needing to manage the people who come through the door, more often we need to find ways to connect with people who do not naturally turn to the church or see its place in society. Most people today are not touched by the way we do “church”.</p> <p>Close the Gap We as the church of today need to change our attitude and approach. For the sake of those we connect with we need to continue to be the church in the best ways we can, sharing good practice and aspiring to do the best we possibly can. For the sake of the many who do not come to church, we need to find ways to re-imagine what church can be today, and go to them, creatively, reflectively and courageously.</p> <p style="text-align: center;">www.winchester.anglican.org/about-us/strategic-priorities/mission-action-planning</p>
	Other Recognised Ministry	<p>Ordinands (priests in training); LLMs in training and BCM only. www.winchester.anglican.org/resources/resources-for-clergy-llms</p>
	Parish	<p>For long thought to be the glory of the <i>Church of England</i>, the parish system still has many advantages. The whole country is covered by a system of individual parishes, each a defined geographical area, so that every member of the population lives in a parish and has, as a consequence, the right to be married in the parish <i>church</i> and to be ministered to by the <i>incumbent</i> of the parish. Conversely, the <i>incumbent</i> has the duty of ministering to the population of the parish. This made excellent sense when parishes were more or less self-contained, in the sense that the population lived, worked, made their recreation, were born, married and died within the same community. Even in the larger towns this made sense, but as a meaningful concept it began to show signs of strain during and after the Industrial Revolution. Nevertheless, the idea that every member of the population has a <i>Church of England</i> ordained man or woman responsible, at least in theory, for their spiritual welfare is a noble one and not lightly to be abandoned. The changed social structure allied to the shortage of ordained <i>clergy</i> has led to a number of initiatives intended to modify the simple parochial system in a manner intended to be helpful.</p> <p style="text-align: center;">churchofenglandglossary.co.uk</p>

	Term	Details
PCC	Parochial Church Council	<p>Each parish has its own Parochial Church Council that oversees certain aspects of the life of the parish alongside the clergy. Most parishes also have one parish church, but there can be more than one, and there can also be District Churches or other recognized places of worship.</p> <p>www.churchsociety.org/cstrust/appointments/overview</p> <p>Since the passing of the Parochial Church Councils (Powers) Measure 1921, the <i>laity</i> have had a formal place in the government of the church. This was confirmed in the Synodical Government Measure 1970, in which the procedures of election to a PCC and the powers of a PCC are spelled out: it is made clear that PCC and <i>incumbent</i> must cooperate in the running of a <i>parish</i>.</p> <p>churchofenglandglossary.co.uk</p> <p>Each Parochial Church Council is a charity and is responsible for all parish finance, its management and control, which includes the appointment of a treasurer. Although it can delegate some of its work (for example, to District Church Councils), this does not remove its legal responsibilities.</p> <p>www.parishresources.org.uk</p>
	Pilgrim	<p>Pilgrim is a major new teaching and discipleship resource from the Church of England. It aims to help every local church create a place where people can explore the Christian faith together and see how it can be lived out each day.</p> <p>Pilgrim takes a different approach to other Christian programmes. It approaches the great issues of faith not through persuasion, but participation in a pattern of contemplation and discussion with a group of fellow travellers.</p> <p>Pilgrim is comprised of two stages: the Follow stage for those very new to faith, and the Grow stage for those who want to go further. Each stage contains four short six-session courses which focus on a major theme of Christian life.</p> <p>www.pilgrimcourse.org</p>
P-i-C	Priest-in-Charge	<p>With the declining number of parish clergy in the Church of England there are now many Benefices that are suspended as soon as they become vacant. The Bishop assumes the spiritualities and temporalities but must still make proper provision for the cure of souls which they do by appointing a Priest-in-Charge. The Priest-in-Charge is, by definition, not an incumbent and therefore whilst they will often be called Rector or Vicar they are not in fact the legal holders of that office.</p> <p>www.churchsociety.org/cstrust/appointments/overview</p>
	Rector	<p>Historically, in <i>parishes</i> in which the great <i>tithes</i> were payable to the <i>incumbent</i>, the incumbent was termed the rector of the <i>parish</i>.</p> <p>churchofenglandglossary.co.uk</p>
	ROOTS	<p>ROOTS resources help you to plan inspiring worship, encourage discipleship throughout the week, and nurture children and young people in their faith... ...every single week of the year.</p> <p>ROOTS offers two sets of weekly resources: Adult & All Age - Enriching adult, family and all-age worship and learning Children & Young People - Inspiring ideas and resources to use with toddlers to teens</p> <p>You can subscribe to Adult & All Age, Children & Young People, or to both sets of resources.</p> <p>www.rootsontheweb.com</p>
	Rule of Life	See Appendix 3
SSM	Self Supporting Minister	<p>An ordained minister who offers their time voluntarily.</p> <p>www.winchester.anglican.org/school-of-mission/vocations/ordination-pathways</p>

	Term	Details
SPB	Single Parish Benefice	<p>In certain situations, teams may comprise a single parish and PCC, with individual DCCs for separate churches. This situation can arise when pastoral re-organisation has resulted in two or more parishes being combined into a single benefice and PCC, with DCCs created to retain the sense of local community of the former separate parishes.</p> <p>Although certain tasks can be passed down from the PCC to DCCs, this does not apply to the PCC's responsibility for the safeguarding and proper application of its resources, which means that the legal liability must, by law, remain with the PCC. DCCs cannot hold assets, and do not have body corporate status. The PCC is the only legal entity that is able to enter into a contract.</p> <p><i>www.parishresources.org.uk</i></p>
	Stipend	<p>An incumbent has the free use of the parsonage house of his parish and is paid a regular income, known as a stipend. This is, in theory, enough to relieve him of financial anxiety without allowing him to live in luxury! Stipends are regulated nationally, as are the emoluments of all other clergy.</p> <p><i>churchofenglandglossary.co.uk</i></p>
SPs	Strategic Priorities	See Appendix 1
	Teams	<p>Teams vary in structure and guidance on meeting accounting requirements varies with the circumstances. For example:</p> <p>(a) Teams which comprise a number of separate PCCs must produce separate accounts which meet the statutory requirements at the level of each PCC. There is no legal requirement to produce a summary financial statement for the team although this may be considered to be a useful document.</p> <p>(b) Teams can be formed on the basis of a single parish and PCC with more than one place of worship but without District Church Councils (DCCs). Although it may be considered helpful to prepare financial statements for individual congregations there is no legal requirement to do so. The legal requirement is for annual reports and accounts to be prepared for the PCC.</p> <p>Some groups of PCCs operate a group or benefice account. Each PCC will make contributions to pay for joint activities, such as clergy working expenses or a parish magazine.</p> <p><i>www.parishresources.org.uk</i></p>
TKC	Thy Kingdom Come	<p>A global prayer movement, which invites Christians around the world to pray during the 9 days (Novena) between Ascension and Pentecost. Praying for the coming of the Holy Spirit and for others to come to know Jesus Christ. What started out as an invitation from the Archbishops of Canterbury and York in 2016 to the Church of England, has grown into an international and ecumenical call to prayer.</p> <p><i>www.winchester.anglican.org/about-us/thy-kingdom-come</i></p>
	Unofficial Worship Leader	A member of the congregation who occasionally leads non-eucharistic worship with the permission of the incumbent.
	Vicar	<p>The incumbent of most <i>parishes</i> is known as the vicar, originally because he was appointed to carry out the duties of the <i>rector</i>. This distinction is no longer applicable.</p> <p><i>churchofenglandglossary.co.uk</i></p>
	WhoCares?	<p>WhoCares? is an ecumenical initiative in which churches work together to listen to the needs of local people and offer compassion and hope. For more information, go to <i>www.whocareshamshire.org</i> or go to <i>www.facebook.com/whocareshamshire</i>.</p> <p>WhoCares? Hampshire is made up of 58 churches of varying traditions, who are working together to bring God's hope to our communities.</p> <p>WhoCares? Hampshire commissioned the churches/church members involved at the Pentecost 'Thy Kingdom Come' Beacon event at Winchester Cathedral.</p>