

# Bruton & Cary Deanery



**Minutes of the Meeting of Bruton and Cary Deanery Synod  
held at North Barrow Village Hall on Saturday 3<sup>rd</sup> September 2022 at 9.30 am**

**Present:**

Revd Kevin Rogers	Area Dean
Dr Rob Sage	Lay Dean
Mr Jeremy Pratt	Deputy Lay Dean and Secretary
Other Members of House of Clergy	5
Other Members of House of Laity	21
Lyn Morgan	Minutes
Other PTO Clergy	4
Other Readers	1
Other Guests	13

**Apologies for absence** were received from: Anne Sear, Revd Peter Sear, Jen Richards, Liz Henderson, Russell Hamblin-Boone, Charlie Beney, Revd Frank Wright, Rosemary Rymer (Treasurer), Wendy Hester (Schools Chaplain), Revd Alan Symonds, Revd Candice Marcus, Preb Mike Vockins, Roger Cowley, Julie Ebsworth, Jane Bennett, Joy Cross, Sue Kellagher, Sue Deyes, Jacquie Hall, Linda Mumford and Revd Jill Perrett (Deanery Accompanier).

- Welcome.** Revd Kevin Rogers welcomed everyone and opened the meeting in prayer. The theme of the day was to process and gather information with a link to this with Ephesians 4:10-16.
- Opening Worship** was led by Alison Parris and accompanied by Ron Wood on guitar. The bible reading was from Proverbs 3:5-8, 13-22.
- Previous Minutes.** The minutes of the meeting held on Wednesday 8<sup>th</sup> June 2022 were approved.
- Workshop 1 – Looking at what we have.**  
Everyone was invited to gather in groups of 5 to discuss the following points:
  - Where are the places in your community that give you life and hope? (How are you involved with them?)*
  - What are the challenges that people face in your community? (Not specific to church)*
  - What gives you energy and hope? (As churches and individuals)*
  - Practical ideas for the way ahead (Balancing clergy and lay responsibilities)*

**5. Plenary Feedback:**

**Where are the places in your community that give you life and hope?**

- Church, community - village caring for each other, especially during Covid. Sporting activities, coffee mornings, cycling club, annual fayre, choir, Mothers Union, Food Bank, coffee after services, phone calls and home visits.
- Lunch club – no formal church involvement, Toddler group – joint project, Memory Café – hosted by Health Centre.
- Halls and meeting places – Balsam Centre. Breakfasts, coffee mornings.
- Community fridge – including fresh produce/no registration.
- People not places. Village groups. Reach out to all – pull community together or pull apart. Difficulty in making sure both secular and church are funded in a small community.
- Schools including assemblies, village halls, pubs.
- Our community inspires us – e.g. village fete. Enjoying each other's company. Childlike. Village halls. Getting back to socialising after covid takes time. Also, services being held outside - that got more inside. A member of our group felt called to make a cake for a local elderly couple who

then felt called to organise a coffee morning, that led to a cake making roster – feeling the Lord working in the community.

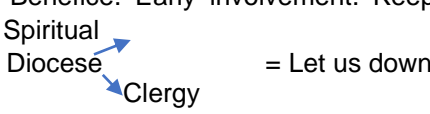
### **What are the challenges that people face in your community?**

- The cost of living. The need for a foodbank. Teenagers with nothing to do. Loneliness. Worry about climate change. Increasingly large lorries and general traffic through the small villages.
- Fright – our churches, our community. Parishes feeling 'at sea' with the diocesan direction of travel.
- Isolation – illness, bereavement. Poverty. Fear – security, financial. Vandalism/boredom. Housing and social inequality/division. Traffic – road safety.
- Parish involvement in the church. Having a Spiritual Leader – very important.
- Age – mobility. Environmental issues.
- Communication (geographically spread). Lack of involvement by newcomers to small village. Lack of young families in standard services. Rural poverty – travel to get to supermarkets etc. Slow broadband.
- Aging population – small church congregations. Drawing people into church community as well as secular – both wanting the same things really.
- Financial - access to the church and transport in general – declining public services. Closure of shops.
- Travelling to different places – can take up to an hour round trip

### **What gives you energy and hope?**

- Church staff, Lay Worship Leader and Readers, Vicars and Leaders who are forward looking.
- Seeing families with young children coming into church and a rising number of baptisms in church.
- Hope of Christ, despite everything. Emergence of young people into community. Social meetings. Holiday clubs.
- This kind of forum – exchange of views honestly. Weddings, baptisms. Church led social events.
- People. New people in village. Pioneer training including non-church people. Zoom prayer meetings. Retreat Centre reaching out to people who need a break/spiritual guidance.
- Spirit is energy and hope to rise to challenges and work together.
- Existence of volunteers and successful enterprises such as village halls.
- The lord's voice – Listening.

### **Practical ideas for the way ahead**

- Sharing out the duties of 'Safeguarding' roles. Joint PCC meetings in a Benefice. Use of church building for concerts etc.
- Administration staff needed to free clergy to be able to undertake more pastoral work. Centralisation of admin in multi-parish benefices.
- Allowing Readers to give the Eucharist by extension. Have fewer Eucharist services. Licensed Lay Ministry.
- Good communication.
- Clergy wellbeing.
- Not looking at existing leaders but focussing on gifts.
- Re-organisation of Benefice. Early involvement. Keep our church alive – clergy lead. Need clergy oversight. 
- Change mindset – people need to see 'church' as not just the vicar.
- Running lay services to broader age span. Reaching out to diverse groups with different forms of worship.
- Professionals of lay people – split views on this. Better PCC framing and information. Details of power and training for those who take this on. Circumstances in which lay can take communion.
- Define what is required by lay participation. Availability of clergy to administer Holy Communion.
- Survey of community – what are their spiritual and other needs? The survey should be professionally organised – like the neighbourhood plan.
- Community. Meals. DIY services (someone in our group who felt called to be a reader). Training – to preach. "Exploring Christianity" course. Incremental training. Diocese needs to get on with it. Coffee mornings. Sharing transport to services.

Revd Kevin Rogers thanked all for the feedback and recommended that as a Deanery not to run into the practicalities but to work through the process. Revd Kevin Rogers recommended a book titled 'The Leader's Journey – Accepting the Call to Personal and Congregational Transformation', by Jim Herrington, Trisha Taylor and R Robert Creech which provides guidance and practical tools needed during a change within the family system of the church.

6. **Refreshments.** Thank you to Jane Jeanes and Bruton benefice for the serving of refreshments.

7. **Stipendiary deployment process and timescales**

Timetable for Pastoral Reorganisation Plan

**September Deanery Synod**

Workshops on where we are; elements for criteria defining clergy posts; enabling ministries.

**September/October**

Deanery Leadership Team to devise the formula for the criteria defining clergy posts in consultation with Clergy Chapter and DMPG (meeting on October 11<sup>th</sup>).

**November Deanery Synod**

November 10<sup>th</sup>. Formula for the criteria to be presented to Synod for explanation and confirmation.

**November - January**

Deanery Leadership Team to consider all possible options for pastoral reorganisation in light of the agreed criteria.

**January - March**

Deanery Leadership Team to consult with Clergy Chapter and DMPG (meeting late February/early March) on all viable options for pastoral reorganisation.

**March Deanery Synod**

Mid-late March. Options for pastoral reorganisation presented to Deanery Synod for explanation, consideration and feedback.

**April - May**

Consultations with parishes on the options to take place. This allows for discussions at APCMs. Note: APCMs will also be electing new Synod representatives.

**June**

Deanery Leadership Team in consultation with Clergy Chapter and DMPG (meeting mid June) to consider feedback from Synod and parishes and whether any changes to proposed options required.

**July Deanery Synod**

Early July. Final recommendation for pastoral reorganisation presented to Deanery Synod for explanation, consideration and feedback. Note: this will be a newly elected Synod and will elect a new DMPG at this meeting.

**September**

The new DMPG meets to recommend a proposal for pastoral reorganisation to the Wells Archdeaconry and Mission Group (AMPG).

**Wells AMPG**

The Wells AMPG normally meets in November to consider proposals for pastoral reorganisation.

**Question & Answer Session**

**Question:** Is the Diocese providing any guidance/suggestions?

**Answer:** The Diocese do not want to impose a process as they feel the Deanery know what they need most. Help within the Diocese is being provided through Revd Jill Perrett – Deanery Accompanier, and Caroline Bruce and Rob Walrond – Deanery and Parish Development Advisors.

**Question:** Are the Area & Lay Deans liaising with other Deaneries to gain best practice?

**Answer:** There is cross fertilization and therefore can see what other Deaneries are doing.

**Question:** It is difficult within the map of parishes to find the names of all the churches and those which are in vacancy.

**Answer:** It can be found on the Diocese website under Bruton & Cary, find a church, however the following are currently in vacancy: Cam Vale Benefice, Milborne Port & Charlton Horethorne (this post has been filled commencing November 2022), Six Pilgrims where there is a House for Duty vacancy, however this post is not looking to be filled at present.

**Question:** Any thoughts on changing the Deanery Boundaries?

**Answer:** It can be looked at however it has to work both ways.

**Question:** Are areas such as Cam Vale who have in vacancy posts being looked at as a possible stipendiary loss?

**Answer:** An example/scenario provided as an option could be where the Clergy is retiring and another smaller church who has a half post joining with someone else, however it was stipulated that no decisions have been made and all options need to be identified before any informed decision making.

**Reflection:** It is not just about where we are going to lose the 1 ½ posts but how do we do church? We need to acknowledge the reality of how we do things as the old Parish Priest can no longer survive in the different world we live in today. We need to determine a practical solution on how to break things up but need a sustainable process to ensure the church lasts.

**Question:** With this being financially driven does the Diocesan plan to save money include selling property?

**Answer:** Jane Jeanes advised that she is a member of the Diocese Housing Committee and explained that Curate's houses are determined on where the post is. Properties are sold due to them being in the wrong place due to parish boundary changes etc. Some properties are too large and too costly to upkeep. To finance current clergy housing, some properties must be sold.

## 8. Workshop 2

Rob Sage supplied the following formula for how previous and proposed allocations were determined.

It was requested that more clarity be provided regarding how the percentage figures above had been established.

### Deployment of Stipendiary Clergy

2004 Allocation Formula

50% Church Membership + 35% Population +

15% Number of Churches

### 2022 Deanery Allocation Formula

45% Regular Worshippers + 30% Population +

15% Number of Churches + 10% Deprivation

**Creating manageable Clergy posts for service with joy.** The following question was posed to the groups:

### Weight the following elements in creating manageable clergy posts:

*Church of England Schools/ Other schools/ Care Homes, surgeries, and hospitals/Occasional Offices (Baptisms, weddings, and funerals)/Congregation size/Community population size/Number of Parish Churches and Chapels of Ease/Amount of Parish Share/Other (please specify)*

## 9. Plenary Feedback

1	<b>CofE Schools</b>	Majority groups felt this very important, however is an extra workload usually for the Vicar.
2	<b>Other Schools</b>	Majority felt less important as not as much involvement.
3	<b>Care home, Surgeries, hospitals</b>	Have less Chaplains in hospitals, not seen as a requirement in surgeries and Care Homes can be supported by volunteers.
4	<b>Baptism, Weddings, Funerals</b>	Half of the groups felt this important. It involves most members of the community
5	<b>Congregation size</b>	Some felt this an important factor, however, would not affect workload for preparation of services.
6	<b>Community population size</b>	This weighted high within the groups.
7	<b>No of Parish Churches &amp; Chapels of Ease</b>	Some felt this an important factor. Can be a duplication of work – Joint PCCs are helpful.
8	<b>Amount of Parish Share</b>	Can be an important financial element
9	<b>Other</b>	Administration overload. Deprivation – poverty in several areas. New housing estates popping up more and more in what is a largely rural area. Unchurched, therefore need more effort to “get in there” – to do pastoral work Mobility of parishioners. Work savvy analysis is needed ie efficiency in employment.
Some felt that as individual parishes are all different, questions asked in this general way were impossible to answer.		

- 10. Workshop 3 – Enabling Ministries.** The following question was posed to the groups:  
*How can lay ministry (in all its forms) compliment the clergy role as they take on responsibility for larger benefices?*

**Plenary Feedback**

- Pastoral visits/support for clergy visits – Need to deploy existing lay pastoral visitors.
- Create pastoral roles to support priest with pastoral care.
- Certain services must be taken by an ordained priest, but a lot can be taken by lay people.
- Allow Readers to take Eucharistic services by extension.
- The mind of the parish in general must change in accepting lay ministers as much as accepting the vicar.
- More instructions/training to be given to lay from their clergy/deanery.
- Church leaders must delegate to allow him/her to fully realize their role.
- Administrative support needed in larger benefices.
- Combine Treasurer and Secretary roles in benefices to relieve pressure and avoid duplication.
- Fabric of churches should not impinge only on clergy/churchwardens.
- Trust needed by vicar for vice-chairman of PCCs.
- Home communions and visits including hospital visits.
- Become school governors.
- Laity should be complimentary to ministry not sticking plaster.

**11. Notices and next meeting**

Deanery Handbook – published July 2022 Download from Diocesan website.  
Revd Rona Stuart-Bourne has been appointed Priest-in-Charge of Milborne Port with Goathill and Charlton Horethorne with Stowell. She will be licensed on Tuesday 29th November.

**12. Blessing and dismissal.**

**Next Deanery Synod Meeting** – Thursday 10<sup>th</sup> November 2022 at 7.30 pm. Venue to be arranged.