

Deanery Mission Action Plans (MAPs)

Mission Action Planning is the tool used throughout the Diocese to develop action plans, to put into effect our vision of **Living God's Love**. In particular, we seek to implement the current diocesan Strategic Plan with its ten objectives for Going Deeper into God, Making New Disciples and Transforming Communities. Our aim is to see flourishing Christ-centred communities inspiring people of all ages and backgrounds to discover God, to grow in their relationship with him and to respond to his transforming love, through serving others.

A summary of using MAP in deaneries is set out below but for further information see:

<http://www.stalbans.anglican.org/faith/mission-action-plans/>.

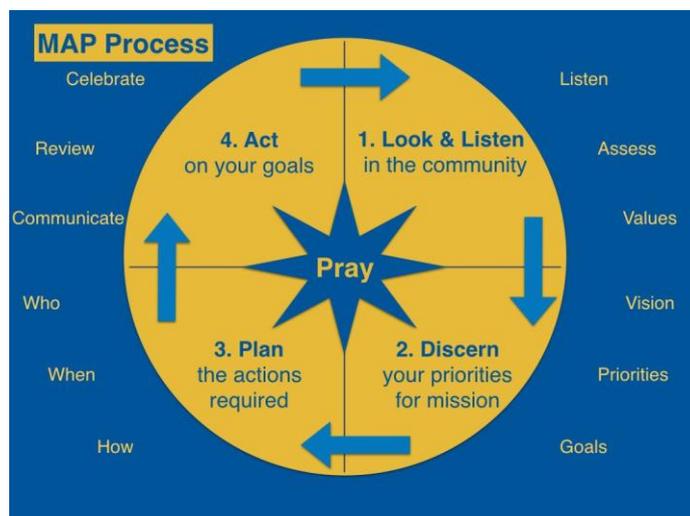
We want deanery MAPs to be:

- *helpful to the deanery* in creating and supporting a culture of spiritual and numerical growth; and
- *helpful in diocesan planning*: As a basis for identifying and consulting on any structural changes (resourcing and/or pastoral reorganisation) which may be needed to support spiritual and numerical growth and engagement with local communities.

Mission Action Planning will continue to sit alongside other tools, such as the recently-developed parish Dashboards, and diocesan initiatives such as enabling Fresh Expressions.

Producing a Deanery MAP

There are 4 key stages in the process of developing a MAP: each step leads to the next and prayer is vital at every stage.



1. Look and Listen in the community

The first stage is sometimes referred to as an audit. A **Checklist** will soon be available on the diocesan website.

- ◆ Look at what is going on in the deanery and parishes.
- ◆ Look at statistics. See the Parish and Deanery

Dashboards and links to external statistics on the diocesan website at:

<https://www.stalbans.anglican.org/diocese/parishes/>.

- ◆ See what the mission and finance statistics say about areas of growth and decline and how the deanery can help parishes respond, as individual parishes are asked to do by looking at the Parish Dashboards.
 - What do parish mission statistics say about the strengths and needs of each parish?
 - What are the signs of growth or decline?
 - What action is the deanery taking where parishes have not regularly provided up-to-date mission statistics and finance returns?
- ◆ Summarise key information including population (including housing development), staffing, schools and ecumenical connections.
- ◆ Identify the issues and priorities within local communities and parishes.

2. Discern your priorities for mission

Having found out what is going on, it is important to consider it prayerfully and discern God's call in it.

- ◆ Using the three themes of Living God's Love what is your **vision** for the deanery and how does this reflect and support the vision and needs of parishes?
- ◆ What common priorities, goals and needs have you identified from the parish MAPs?
- ◆ How can the deanery MAP reflect and enable the parish MAPs?
- ◆ How can the deanery identify and encourage opportunities for spiritual and numerical growth (including further opportunities for learning; Fresh Expressions; and vocations)?
- ◆ How is stewardship being encouraged in the deanery?
- ◆ How do you see the deanery itself as a unit of mission?
- ◆ How do you see the deanery as a unit for learning and development?

In the light your work above:

- ◆ What is your **Vision Statement** for the next 4 years?
- ◆ What are the deanery's **priorities**?
- ◆ What **SMART Goals** does the deanery have for the next 4 years?
- ◆ What **outcomes** will these achieve?

3. Plan the actions required

- ◆ Looking at each priority and its goals, how will you take these forward?
- ◆ Think creatively about deployment options (not just traditional parish + priest):



❖ Take a fresh look

- at our deanery and our parishes
 - what is going on?
 - what is changing?
 - where do people live and work?
- What are the signs of growth or decline?

❖ Gather and reflect on

- statistics and stories



❖ What is God calling us to do?

❖ Identify what is going well and build on it

❖ Change what is not working



❖ A few specific things

• "SMART"

• What outcomes do we want to see?

• How can we measure?

❖ Communicate

Deanery Synod workshops; parish reps & newsletters

- What recommendations would you like to make to the DMPC about how stipendiary posts and other ministry resources might be distributed most effectively across the deanery to support spiritual and numerical growth?
- Show how the posts will be funded:
 - how will the parish share be paid in full?
 - will some costs need to be borne by others in the deanery?
 - what case would you need to make for others in the diocese to help through Pastoral Aid Support grants or mission aided posts?

Guidance on **Ministry Resources** is available at:
<https://www.stalbans.anglican.org/diocese/pastoral-re-organisation/>.

- ♦ There are many options for creating structures to support your vision and priorities for mission and growth in each place.
 - What recommendations would you like to make about pastoral re-organisation or other changes in structures? Guidance on **Options for Pastoral Re-organisation** is available at: <https://www.stalbans.anglican.org/diocese/pastoral-re-organisation/>.
 - What Fresh Expressions already exist and what new opportunities are there?
 - **See Appendix 1 below for further information about making recommendations for pastoral re-organisation**
- ♦ How can the use of church buildings support your vision and priorities and what structures might enable this use? Guidance on **Church Buildings** is available at <https://www.stalbans.anglican.org/diocese/pastoral-re-organisation/>.

4. Act on your goals

Gaining approval and endorsement of the deanery MAP

- ♦ Communicate the draft deanery MAP within the deanery, consulting widely with clergy and PCCs [See **Appendix 1** about planning for pastoral re-organisation]
- ♦ Agree any amendments within the deanery mission and pastoral committee
- ♦ Present the deanery MAP to the Deanery Synod for approval [See **Appendix 2** below]
- ♦ Present the deanery MAP to the DMPC for consideration and approval, modification or noting

Do

- ❖ **Action**
 - do it
 - keep communicating
- ❖ **Check**
 - how are things going?
 - need modifying?
- ❖ **Celebrate**
 - each stage
 - by all

Putting the deanery MAP into action

- ♦ Start implementing your goals!
- ♦ Monitor progress and outcomes regularly at deanery synod
- ♦ Celebrate and communicate successes at deanery and parish level, as well as via the Goldmine (Mission Action Planning pages) of the diocesan website
- ♦ Good practice from each deanery MAP will be shared via the diocesan website

Review

- The deanery MAP will inform the life of the deanery and the on-going work of the Deanery Synod, so it would be good to have it as a standing item on the agenda.
- Progress on the Deanery MAP Goals should be reviewed annually.

Resources are available at:
<http://www.stalbans.anglican.org/diocese/pastoral-re-organisation/>

Review

- ❖ **What went well?**
- ❖ **What wasn't so good?**
- ❖ **What have we learned?**
- ❖ **How will we update our MAP?**

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www.livinggodslove.org

Appendix 1 - Planning for pastoral re-organisation

New legislation is expected [2017] which will amend and simplify the process of consultation on proposals for pastoral re-organisation and it is helpful if deaneries can plan for this as part of the deanery MAP process.

At present, formal proposals for pastoral re-organisation (making changes to parishes and benefices, establishing team ministries, etc) go through a two-stage consultation process administered by the Pastoral Team at the Diocesan Office. The first stage is a consultation with local and area interested parties: the clergy, PCCs, patrons, Area Dean and Lay Chair and the Archdeacon. The second stage involves public notice of the proposals.

The proposed new process will allow the first-stage consultation to be omitted, *if* the proposals are to the same effect, or substantially to the same effect, as those which have been included within a deanery plan approved both by the deanery synod and the DMPC **and** there has been local consultation with those who would be interested parties as part of development of the deanery plan.

For ideas about what is possible and what may provide a supportive structure for mission and pastoral care in each place, please see **Resources** (above) or contact the Pastoral Secretary.

For further guidance contact the Pastoral Secretary, Emma Critchley, at the Diocesan Office ecritchley@stalbans.anglican.org

Appendix 2 – the deanery MAP process in the context of the work of the Diocesan Mission & Pastoral Committee

Every four years, deaneries are required to submit a new MAP or an updated MAP. The Pastoral Secretary will write to the Rural/Area Dean and deanery pastoral committee chair a year before the presentation is due.

Around 9 months before the MAP is due, the Pastoral Secretary will send copies of the dashboards (or similar statistical information) for parishes in the deanery. The Archdeacon will also arrange to meet representatives of the Deanery Mission and Pastoral Committee to discuss any issues relevant to the particular deanery.

It is suggested that:

- MAP Accompaniers be included as part of the process, who would normally be a current (or former) member of the DMPC. [This takes the place of the former deanery liaison links.]
- A template, as for parish MAPs, may be offered.
- The aim is to try and reach agreement on a MAP which is both acceptable to the deanery and also to the diocese, so that collectively deanery MAPs can provide the basis for the diocesan ministry strategy. In some cases the MAP might simply recognise that certain issues have still to be resolved, and inevitably it will need to be recognised that circumstances change.

Presentation

The deanery will be invited to present their plan to the Diocesan Mission and Pastoral Committee on a four-year cycle. The Committee normally meets on a Thursday morning in the Diocesan Office (or occasionally at a venue elsewhere in the diocese). Aim to talk to the Committee for about 15 minutes, focussing on your priorities and goals. This will be followed by about 15-30 minutes of discussion.

The Archdeacon, the Pastoral Secretary and the MAP Development Officer will arrange to attend a meeting of your Deanery Mission and Pastoral Committee after the presentation. Invite your MAP Accompanier too. The purpose of this meeting is to review the deanery MAP in the light of the presentation and discussion at the DMPC meeting and to clarify the next steps and agree any changes or additions. There will also be an opportunity at this meeting to discuss the Deanery MAP Summary sheet (provided by the Pastoral Secretary).