

## **St Albans Diocesan Mission and Pastoral Committee**

### **Ministry resources**

An important part of the deanery MAP is the provision and allocation of resources of both people and funding.

### **Posts**

It is diocesan policy that the number of stipendiary posts in the Diocese be kept at its current total level for the foreseeable future, although some pastoral reorganisation will continue to be necessary to ensure a fair distribution of posts and a realistic expectation of those posts being funded.

The Strategy for Ordained and Authorised Ministry sets out the basis on which decisions about deployment will be made:

- A growing Christian presence in every community
- A preferential option for the poor
- Resourcing and cascading church growth

Where pastoral re-organisation frees up posts for re-deployment, additional resources of stipendiary ministry will be allocated according to the following five categories, with an emphasis on the first two:

- New housing areas
- New mission priorities
- Benefices where the diocesan Deployment Indicator (DI) indicates a case for further stipendiary ministry and where sustainable finance is identified
- Part-time posts where church growth is happening and an increase in the provision of stipendiary ministry can be afforded
- Benefices that can afford further stipendiary provision that is not supported by DI calculations

### **Funding**

The parish share scheme is predicated on the principle of bearing one another's burdens and that the deployment of stipendiary posts is not solely based on the ability of a parish to pay for that post. However, deanery plans for deployment of stipendiary posts will need to demonstrate how the posts will be funded; where deaneries currently have an overall shortfall in parish share payments they should show how the funding gap is to be bridged if the current number of posts is to be maintained. Options include:

- Meeting any shortfall in one parish by contributions from other parishes
- Identifying, with the archdeacons, mission aided posts
- Making a case for Pastoral Aid Support grants
- Reviewing the future ministry provision in the parish

A parish or deanery may exceed its allocation of stipendiary posts where additional funding is available to meet the costs in full.

### **Options for ministry**

In order to work towards the aim of providing a service of worship in every place, usually at the same time each week, it may be helpful to look at:

- Times of services in each place
- The pattern of eucharistic and non-eucharistic services [*Note that the Canons are expected to be amended in 2017 to replace the requirement for Holy Communion to be celebrated in every parish church every Sunday with the requirement that this is done in at least one parish church within a benefice.*]
- The options for ministry resources

### ***Parish-based ministry***

*Parish priest* (incumbent) – with the cure of souls for a defined geographical area comprising a parish or parishes – normally stipendiary

*Team Rector* – has an oversight and leadership role and overall responsibility for the cure of souls (shared with other team members) for a defined geographical area comprising a team ministry; often also has responsibility for an area within the Team – normally stipendiary

*Team Vicar* – incumbent-status post with a shared responsibility for the cure of souls in the area of a team, often with specific responsibility for a geographical area or for an aspect of ministry, eg. work with older people; town centre ministry – may be stipendiary or Self-Supporting Minister

*Parish Priest within a Group Ministry* – with the cure of souls for a defined geographical area, but also working co-operatively across parish/benefice boundaries with colleagues in the Group – normally stipendiary

*Associate Minister or Associate Priest* – sharing with the parish priest in the cure of souls within a defined geographical area, often with particular responsibility for an area of ministry e.g. work with families; mission and outreach – may be stipendiary or Self-Supporting Minister

*Assistant Curate* – training post – may be stipendiary or Self-Supporting Minister

*Reader* – form of licensed lay ministry - may exercise particular ministry e.g. baptism/wedding preparation; funeral ministry as well as Sunday and midweek services – may be stipendiary or Self-Supporting Minister

*Lay Leader of Worship* – lay person trained and authorised to lead non-eucharistic worship (but not to preach) in their home parish or benefice – Self-Supporting Minister

*Youth/Children's/Family worker* – ordained or lay person employed by a parish, benefice or deanery to develop work with children, young people or families – may be involved in planning and leading age-appropriate services – may be stipendiary or voluntary

*Church Army evangelist* – lay minister who shares the Christian faith through words and action and equips others to do the same. The Church Army trains and sends Evangelists to work in five areas of focus: area evangelism; children and young people; church planting; homeless people; older people.

### ***Other ministry resources***

*Workplace Ministers/Chaplains* – may be ordained, Readers or lay, stipendiary or SSM, working in a work-based chaplaincy such as airport, town-centre retail, school, hospital/hospice, prison or immigration detention centre

*Pioneer Ministers* – may be ordained, Readers or lay, stipendiary or Self-Supporting Minister, working in/with

- A new housing area to build community and establish a Christian presence and worshipping community
- A particular group in society to provide a Christian presence and develop a worshipping community e.g. young people, the homeless or those recovering from addiction, those attending a Food Bank, people with a particular interest (bikers, dog-walkers)...
- Creating missional communities within a local area
- Planting new congregations in existing churches with the support and endorsement of the parish priest and Bishop