

# Swindon Deanery our Strategic Vision and Objectives 2012-2015

## **What do we do?**

Our vision is to live and share the good news of Jesus Christ with everyone who lives, works or visits our Deanery.

## **Why do we exist?**

To promote, shape and help resource the Christian ministry in our Swindon area as a vital part of our Bristol Anglican Diocese within the Church of England.

## **How do we behave?**

We look after each other, we are generous hearted, we are open to new insights, we live with positive faith and vision.

## **How will we succeed?**

As our Anglican churches and chaplaincies grow in partnership, influence, numbers and commitment; we are not afraid of being open and honest, asking hard questions, facing up to reality, being sustainable and faithful as we face up to present and future challenges.

## **What is most important right now?**

- To understand the needs, challenges and resources within our Swindon Deanery
- To agree a deployment plan which is fair, professional, spiritual and consistent

## **Who must do what?**

The Deanery Leadership team (DLT) seeks to pray, inspire, listen, communicate and work with our colleagues lay and ordained especially in Chapter and in Synod so our Deanery Plan is fully owned in people's hearts and minds. The aim is that our churches, parishes and chaplaincies can truly sign up to our strategic plan with honest and prayerful commitment. In order that together with God's strength we can implement our agreed strategy which in all humility and confidence we believe is God's will for us as a Deanery.

## **Our mission is together**

- we are committed to bring the good news of Jesus Christ to everyone who lives and works in our Swindon Deanery
- we are passionate about mission and ministry out in the community
- we are here to enable mission and to encourage and build God's kingdom
- we celebrate our different ways of being church
- we see the good in each other and will work collaboratively as we help God grow his kingdom in our Swindon area
- we promise to pray with and listen to each other and to continue to share support and learn from each other

- we view our diversity and the diverse nature of our Deanery as a strength and a blessing.

### **Our intentions for the future are:**

1. we will continue to develop new ways of being church while celebrating our traditions and successes.
2. we will use the experience and success of the East Swindon cluster to challenge, support, encourage closer co-operation.
3. we will encourage lay ministry in all its forms seeing this as an enrichment of church life.
4. we will work with Christians from all denominations, building on our local ecumenical partnerships and Churches Together experience; using their strengths and learning from their challenges.
5. we will work with our Bristol Diocese, other faith groups, local government, the business community, our schools and colleges, the police, the voluntary sector and all those of good faith as we strive to bring well-being, justice and equality into our local communities.
6. we will be a source of strength to clergy, lay ministers and laity as they work in their local parishes, recognising that they know their community best whilst offering a vision for the deanery as a whole.
7. we will be centred on the whole Deanery and will strive to share our ministerial resources according to need; no one area will be more important than any other.
8. we will, as our Deanery grows, changes, and matures, develop a passion for exploring spirituality, training and vocation in its widest sense as the whole people of God together.

### **In conclusion:**

- We see the challenges of people, buildings, and money as opportunities given by God to develop in new ways.
- We pledge to work imaginatively and collectively in all areas of Deanery life; to listen, to pray, to share and to guide.
- Above all, as a Deanery, we will listen to God's word, pray and worship together celebrating the wonder of God's kingdom here in Swindon and the surrounding areas of our Deanery as we turn God's vision into a reality.

# Towards a Swindon Deanery Strategic plan

## Wider national context

We all understand that we are living in challenging times for the Church of England and our own Bristol Diocese. As we look to the future we are going to have to change and find creative ways to grow the Christian church in our post-modern society.

## Wider Diocesan Context

Our Bristol Diocesan mission strategy encourages all of us at local level to Release the energy of the whole people of God especially in the following four areas;

1. The Growth programme, growing in partnership, influence, numbers and commitment.
2. Effective leadership.
3. Wise appointment of the limited stipendiary clergy we have available alongside wise deployment of where they are placed. Careful thought needs to be given about the job they are doing and the support they are offered.
4. Growth in generosity, looking beyond our own needs and sharing what we have especially our time, talents and money in the building up of God's kingdom.

## Wider Deanery context

Following on from an encouraging Growth summit at the end of February 2012 when virtually all of the 34 churches in our Swindon Deanery shared their experience, especially their joys and challenges, their opportunities and their restrictions our Deanery Leadership team led by Simon Stevenette are developing, on behalf of Swindon deanery, a Deanery Strategic plan for 2012-2015. We are the Deanery, we are the Diocese.

The DLT wanted to understand exactly where we are as a Deanery now so we have taken a Snapshot of each Parish situation. We are grateful for the help we have had in collecting this information. These snapshots are available in order for us to understand the different parts of our Deanery and the varied contexts we are working in.

The purpose of our plan is to take a Deanery wide overview.

- We have 17.5 stipendiary posts available from 2015.
- We have a growing number of self-supporting clergy, locally ordained clergy and licensed lay ministers.
- We want to be good stewards of what God has entrusted to us.
- We need church buildings fit for purpose.
- We want to take advantage of the spiritual opportunities given to us especially through the Occasional Offices (Baptisms, weddings and funerals).

- We want to encourage growth in numbers as new people become Christians.
- We want to be outward looking and make a positive impact on the wider community in the light of the ISR report on the contribution of the church in the Swindon borough commissioned by Swindon Churches Together.
- We want to work with our ecumenical or community partners wherever possible.
- We want to develop our ministry with children and young people especially through the in:school project and the Swindon Youth for Christ youth charter.
- We want to develop new ministry especially in the light of the substantial growth in population evidenced by the 2011 census which showed that our population had increased by 16.2% the 12<sup>th</sup> fastest growing town in the UK.
- About 8,000 homes are planned for the Eastern Development Area - south of the A420 and North of Wanborough.
- In the town plan it is expected that 20,000 new homes are planned to be built in Swindon Borough over the next 15 years. Especially in Wichelstowe and North Swindon.
- It is vital that we are praying and thinking well in advance about how we are going to meet the spiritual needs of people moving into the area.

### **Key Questions:**

- What is God calling us to pioneer?
- How will he strengthen us and guide us as we look to the future?
- What do we want our Anglican church to look like in our Swindon deanery by 2015?
- What needs to change now for this to happen?

# CONSULTATION DOCUMENT

As a result of our away day on 24<sup>th</sup> September the DLT suggest there are five key areas from which our specific strategic objectives will be formed over the next three years. They are :

## 1. LEADERSHIP

- **RESOURCING** the whole people of God including Clergy, Lay ministers, Administrators, Treasurers, Church Wardens PCC Secretaries, Children and Youth leaders with ideas and support to enable them to carry their responsibilities as effectively as possible.
- **DEVELOPING** leadership teams across each church and benefice in our Deanery.

## 2. DISCIPLESHIP

- **EMPOWERING** - we want to help our people follow Jesus Christ better and trust him in their lives through growing in prayer, Scripture and service.
- **ENCOURAGING** financial giving which is both realistic and generous.

## 3. MINISTRY

- **SHARING** - we are very excited to have 10 Curates training in the Swindon deanery. We would like to see them having secondments to encourage their own growth and so that the Deanery can benefit from their training. We hope to encourage the mobility of Licensed Lay ministries wherever possible. considerable growth in the amount of self-supporting ordained ministers both OLM and SSM and licensed Lay ministers serving in the church and in Lay Chaplaincy positions in a whole variety of retail, business and educational settings across our Deanery.
- **GROWING** - we will do all we can in prayer and action to see a considerable growth in the amount of self-supporting ordained ministers both OLM and SSM and licensed Lay ministers serving in the church and in Lay Chaplaincy positions in a whole variety of retail, business and educational settings across our Deanery.

#### 4. ADMINISTRATION

- **COMMUNICATING** – We want to improve communication between parishes across the Deanery so each Christian community feels supported and gets the help they need.
- **HELPING** – Each local church to be as professional as possible with their administration, marketing and information technology.

#### 5. OUTREACH

- **LISTENING** – We will listen to God, to each other and to the needs and aspirations of our local communities so our work in parishes and chaplaincies is relevant and appropriate.
- **SERVING** – our people with compassion and commitment so the Gospel of Jesus Christ can be seen in action in our communities.

We will achieve these objectives by inspiring Clergy Chapter and Deanery Synod and by putting on 2-3 quality events per year.

We are excited by the huge potential within our Deanery. Please help us to meet our objectives with the strength of God.

**These ideas are a work in progress.**

Please let us know;

- a) What is good about our vision strategy and objectives?
- b) What concerns you about this document?
- c) How can our strategic plan be improved?

**Please put this item on your PCC agenda and let us know your responses by January 31<sup>st</sup> 2013. If you would like one or two members from the Deanery Leadership team to come to a meeting please be in touch with the Revd Simon Stevenette. We would be delighted to offer support and inspiration.**

## **The principles underlying our Swindon Deanery deployment strategy are:**

1. This is not an exact science. Crucial factors will be population, amount of church buildings, amount of occasional offices, geographical considerations. We will give a weighting to Urban priority areas.
2. We are very aware of the growth in the size of Swindon and we want to be as imaginative and creative as possible.
3. We are against half time posts as a general rule.
4. We will deploy Stipendiary clergy for spiritual growth not maintenance.
5. Clergy should expect to work collaboratively with ministry teams.
6. Leadership development in the Vacancy process may lead to changes in allocation.

**Presented to Swindon Deanery Synod on Monday 19<sup>th</sup> November 2012.**

For further information please contact

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A key resource is our Diocesan website : [www.bristoldiocese.org](http://www.bristoldiocese.org)

Members of DLT

Secretary: Greta Davies

Lay Chairs: Ed Poole and Mary Crichton

Treasurer: Mark Gillingham

Sub-Warden of Lay Ministers: Ann Griffith

Revd Nick Lines, Revd Raymond Adams, Ven Caroline Baston, Revd Michael Johnson

## Swindon Deanery Overview

The benefice of Lyddington and Wanborough, joined with Bishopstone and Hinton Parva  
The benefice of Dorcan, Swindon  
The benefice of Highworth with Sevenhampton and Inglesham and Hannington joined with  
The benefice of Broad Blunsdon  
The benefice of Parks and Walcot, Swindon  
The benefice of St Peter's Penhill joined with  
The benefice of St Philip's Upper Stratton  
The benefice of St Mary's Purton  
The benefice of St Mary's Rodbourne Cheney  
The benefice of St Margaret's Stratton with South Marston and Stanton Fitzwarren  
The benefice of All Saints and St Barnabas Swindon joined with  
The benefice of St Augustine's Swindon  
The benefice of Christ Church Old Town Swindon  
The benefice of Swindon New Town  
The benefice of West Swindon and the Lydiards  
The benefice of Wroughton  
The benefice of St Andrews North Swindon  
The benefice of St John's Haydon Wick  
Shine Pinehurst  
Chaplaincy to Wiltshire Police  
Chaplaincy to Swindon Economic Life  
Chaplaincy to New College and Swindon College  
Chaplaincy to Schools and Colleges  
In:school project resourcing churches work in primary schools  
Swindon Youth For Christ ministry in secondary schools and Youth projects  
X:Cite 7-11year old children  
Ecumenical ministry with Swindon Churches Together  
Chaplaincy to the Forces  
Chaplaincy to Swindon Town Football Club  
Chaplaincy to the Great Western Hospital  
Chaplaincy to the Prospect Hospice  
Chaplaincy to the Retail Sector  
Chaplaincy to residential homes  
The Night Shelter for those who are homeless  
The Filling Station  
Swindon Foodbank  
Street Pastors

The Filling Station

The Harbour Project for Asylum seekers