WYCOMBE DEANERY
PLAN
2016 – 2020

Serving our fellowships  Shaping our future  Spurring on our friends
Wycombe Deanery Plan 2016 – 2020

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Deanery Verse

Let us hold unswervingly to the hope we profess,
for he who promised is faithful.
And let us consider how we may spur one another on
toward love and good deeds,
not giving up meeting together, as some are in the habit of doing,
but encouraging one another—
and all the more as you see the Day approaching.

Hebrews 10:23-25 (NIV)

Version 3 Published by the Wycombe Deanery Mission & Pastoral Committee
1. Our Deanery mission, vision and principles

What is the purpose of a Deanery?
To take responsibility for the growth of the Church of England within in our communities.

OUR MISSION
To play our part in the Great Commission

OUR VISION
To see the churches of Wycombe Deanery flourishing individually, working effectively together and contributing to the renewal of the wider church.

OUR PRINCIPLES

1. Serving our fellowships
2. Shaping our future
3. Spurring on our friends

Our Deanery principles explained

1. Serving our fellowships

By which we mean:
Always seeking the good of each parish
Focussing on people and right relationships, not buildings or structures
Acting in a collaborative and mutually supportive way

We therefore aim to:

- Listen before speaking
- Value and nurture the identity of each church, seeking unity in diversity
- Identify ways to support each church
  - Individually – e.g. during vacancy or other need
  - Together – e.g. by sharing best practice

We will begin by:
Focussing on supporting the leaders of each parish: clergy, licensed ministers, wardens and treasurers, bringing prayer, encouragement and challenge as needed.

The Great Commission

“Go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you. And remember, I am with you always, to the very end of the age”.

Matthew 28:19-20
2. Shaping our future

*By which we mean:*

Taking responsibility for the future of the Deanery, which is in our own hands under God
Proactive long-term planning for growth
Bold and realistic plans for short / medium-term sustainability

*We therefore aim to:*

Produce a comprehensive Deanery Plan that will:

- Achieve sustainable clergy deployment
- Respond to the needs revealed in Parish Plans
- Invest in what grows and then spread it

*We will begin by:*

Producing an initial Deanery Plan by the end of 2016

3. Spurring on our friends

*By which we mean:*

Exploring new ways to grow in love and in our calling
Enabling parishes to work better together
Learning from each other and identifying partnerships
Supporting, unifying and inspiring:

*We will therefore aim to:*

Make Chapter and Synod places where we spur one another on as friends
Seek to understand better the nature of the Deanery as a team
Identify ways of working better together
Excel in Deanery communication
Support all leaders especially Treasurers, Wardens, LLMs and Clergy – and parishes in vacancy.

*We will begin by:*

Leading a change of culture in Chapter and Synod, bringing a greater sense of unity and hope and establishing them as places in which to be inspired by learning from others
2. The Diocesan context

The current diocesan context for mission is based around Living Faith with five main themes:

- Sustaining the Sacred Centre
- Making Disciples
- Making a Difference in the World
- Creating Vibrant Christian Communities
- Shaping Confident, Collaborative Leadership

Living Faith has been the Diocesan framework for mission since 2009. The new Bishop of Oxford has recently been appointed and a new framework for mission may follow. For the diocese, part of the deanery’s role in handling the structural issues is identifying the most viable mission communities. A mission community would generally need to be large enough (maybe 150-200 regular congregants) to have sufficient resources for mission in terms of people, money, facilities, ideas, skills and so on. However, no one size fits all, and supporting less sustainable communities is also a part of the deanery’s role. However structured, the mission community is the operational mechanism and the local driver of mission in its area of operation, and each community will have the responsibility for its particular mission opportunities.
3. **What is the purpose of the Deanery Plan?**

The Deanery Plan is the means by which we develop and share:
- our **proactive long-term plans for growth** and
- our **bold and realistic plans for short / medium-term sustainability**

The goals of the Deanery Plan are to:-

1. Achieve sustainable clergy deployment
2. Respond to the needs revealed in Parish Plans
3. Invest in what grows and then spread it

In more detail, this means:

- Seeing the wider context for the work of individual churches and mission communities
- Setting out how we will work together in mutually supportive partnerships
- Agreeing how our future resources should be deployed
- Influencing our allocation of resources from the Diocese
- Accounting for our allocation of resources from the Diocese
  - Setting out how we will align our work with that of the Archdeaconry Mission & Pastoral Committee and Archdeaconry Plan

4. **How will we achieve the Deanery Plan?**

We can achieve the Deanery Plan through:

a. Growing a healthy culture of right relationships and a common spirit

b. Freely sharing knowledge and experience **(working as extradependent teams)**

c. Making good plans and communicating them clearly **(The Mission Action Planning process)**

d. Forming mission focussed partnerships **(at parish, Deanery and Diocesan level)**

e. Deploying our resources effectively and sustainably to achieve these plans **(clergy, vocations & parish share)**

f. Ensuring that Synod (and its two subcommittees), Chapter, Parish Visitations, Chaplaincy and Church School partnerships and Vacancy planning are all aligned with these objectives and ways of working.
5. Where are we now?
As we look at our current situation, we want to start with an honest assessment of our own plans and resources. We are guided by the biblical principle that God provides all that we need. We aim to distribute and share *leadership* (in the shape of clergy and licensed lay ministers) and *finances* (in the shape of Parish Share contributions) in such a way that every church within the Deanery is able to achieve its Spirit-inspired goals.

"Our desire is not that others might be relieved while you are hard pressed, but that there might be a fair balance. At the present time your plenty will supply what they need, so that in turn their plenty will supply what you need"

*2 Corinthians 8:13-14*

a) Summary of individual Parish Plans
Each of the 35 churches in Wycombe Deanery has created a Parish Plan, which the Deanery exists to serve. Each plan is unique, but some themes emerged more often than others. The most common answers were:

**Summary of the Current parish situation**
- We have a small, regular, ageing congregation, with a variety of services
- Our church fills up at Festival time!
- We have lots of visitors
- Our building needs attention
- Our children’s ministry is thriving
- Regular housegroups

**What do we do well?**
- Welcoming ministry, and being inclusive
- Community outreach
- Our work with children and young families
- Discipleship groups
- Fundraising
Our Top challenges

- Building the congregation
- Engaging with the wider community and communicating better
- Finance, buildings, parish share and toilet facilities
- Lay leadership

Key priorities for the next 3-5 years

- Reach out further to the community
- Expand our work with the youth and young families
- Grow in discipleship and quiet days
- Build our congregation
- Managing change in leadership
- Build a foundation of prayer

Key actions for the next 3-5 years

- Reach out further into the community, and increase attendance
- Lay leadership development
- Improve communications, and develop social media activity
- Invest in discipleship courses, meditative services and quiet days
- Work deeper with schools
- Increase prayer time
- Repair / develop buildings and facilities
### b) Deanery resources: Leadership

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<th>CURATE</th>
<th>HOUSE FOR DUTY</th>
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**CHAPLAINS**

Jonathan Chaffey (RAF), Ruth Hake (RAF), Jane Chaffey (Wycombe Abbey School), Jenny Ellis (Bucks University), Alison Finch (Wycombe Town)
c) **Deanery resources: Finances**

Our total Parish Share in 2015 was £1,220,199. It was divided amongst our churches as follows:

![Parish Share 2015](image1)

Some parishes have 2 or 3 paid clergy, so it is helpful to look at the Share paid per clergy person:

![Share / Stipend](image2)

Red line = average cost of stipend across Deanery
d) Deanery resources: People
Besides God himself, people are our greatest resource. This graph shows the population of a parish (the orange bar) in comparison to the electoral roll of the church (blue).

![Graph showing population vs electoral roll for different churches]

Over the long-term, every church goes through seasons of plenty and need. We believe God uses these seasons – and our responses to them – to make us mature. This map attempts, in a very crude way, to indicate those churches who are enjoying an abundance of blessing and those currently hard pressed.
6. How can we grow?
Two of the main ways we will be able to grow our churches are:

- freely sharing knowledge and experience, and
- forming mission focused partnerships

Our aim is to establish mutually beneficial strategic partnerships between churches in the Deanery, and especially between those churches who are enjoying blessing and those who are hard pressed, for example between the churches listed below.

**Fire to spread / Blessing to share**

- St Andrew’s Hatters Lane
- Hazlemere
- Loudwater
- Flackwell Heath
- All Saints’ HW
- Hughenden
- All Saints’ Marlow

**Hard pressed / Support needed**

- St Mary & St George Sands
- St Paul’s Wooburn
- Bourne End & Hedsor
- All Saints’ Bisham
- Terriers
- St Anne & St Peter HW
- St James Downley
- Lane End/Cadmore End

This kind of partnership is already happening in a number of places, both formally and informally:

a) Existing partnerships

- St Andrew’s Hatters Lane
- All Saints’ Marlow
- Hazlemere
- Marlow Team
- St Andrew’s Hatters Lane

- Church plant
- Church plant / graft
- Leadership support
- Leadership & financial support
- Small group expertise

- St Mary & St George, Sands
- The Lantern, Marlow Bottom
- St Paul’s Wooburn
- All Saints’ Bisham
- Marlow Team
b) Future partnerships

This part of the Deanery Plan is yours to write...

Some questions for you?

- What ideas do you have for ways churches in our Deanery could work together to support one another?
- What has God given your church that you could give away or share?
- What do you need that you could ask for / learn from another church?

Please take a moment to:

- Pray, asking God to inspire you
- Think of your answers to these questions
- Jot down any ideas in this box

Please send your ideas to the Area Dean and Lay Chair for their prayerful consideration on dave.bull@4u-team.org and graeme_slocombe50@hotmail.co.uk

At the end of this document you will find a Parish Plan for each of the churches in the Deanery. Reading through these might help you discover churches you could link with.