

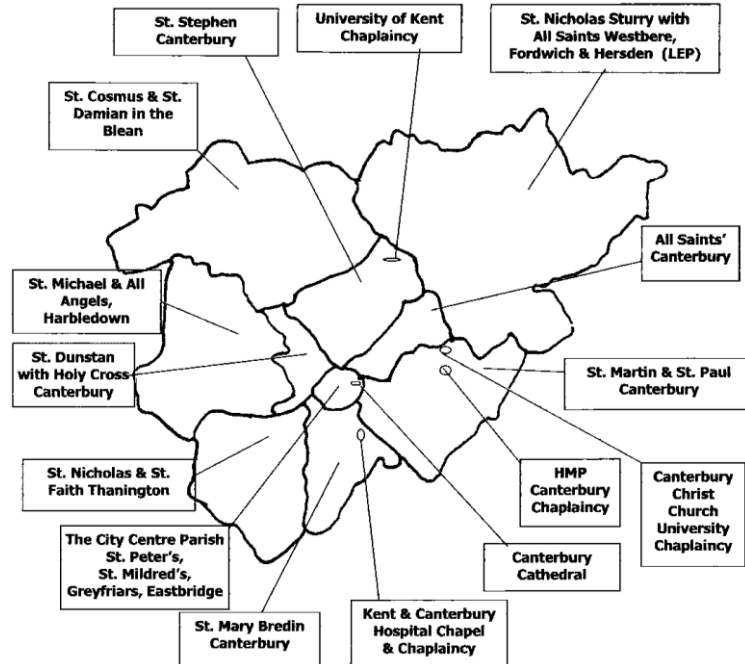
The Deanery of Canterbury

DEANERY MISSION PLAN

2010

'Go therefore to all nations and make them my disciples. Baptise them in the name of the Father and of the Son and of the Holy Spirit. Teach them to observe all that I have commanded you.'
(Matthew 28:19-20)

'A new commandment I give to you; that you love one another as I have loved you. By this shall all know that you are my disciples.'
(John 13:34)



Listen

Be committed to Synod and Chapter
Worship together
Talk to each other
Learn from the ecumenical scene
Engage with Diocesan forward thinking

Learn

Share good practice and valuable experience
Develop and use efficient communication
Encourage partnership
Study together
Encourage Churchwardens to meet

Love

Consider strategies for new residential developments.
Support Citywide and local mission initiatives
Share our resources
Advise on the deployment of clergy and ministers where they are most needed.
Be economical with time and paperwork

BACKGROUND INFORMATION

The Deanery of Canterbury covers the City of Canterbury and Blean and Sturry which gives it an overall resident population (2001 census) of about 55,500 persons, swelled throughout the year by the significant numbers of students studying at the many educational foundations. The high speed rail link has led to increased apartment building. The City Council covers a much greater area than the Deanery and the Deanery in turn covers a much greater area than the city itself.

The largest employers in the City are public administration, education and health, with distribution and hotels and restaurants coming second, and banking, finance and insurance third. There is a prison (HMP Canterbury) housing mostly foreign nationals, a psychiatric hospital (St. Martin's), a general hospital (The Kent & Canterbury Hospital) and the Pilgrims' Hospice, each with their chaplain and chaplaincy teams funded respectively by the prison service & NHS, apart from the Hospice which is 20% NHS and 80% fund-raising.

Canterbury Cathedral is the spiritual focus of the Anglican Communion and the seat of the Archbishop of Canterbury. Together with St. Augustine's Abbey and St. Martin's Church it is a World Heritage Site and makes Canterbury a place of tourism and pilgrimage.

The City has three independent schools with Chaplains and two Church of England state schools: Diocesan & Payne Smith Primary School and Archbishops' Secondary School. Canterbury Christ Church University is an Anglican Foundation (based in Canterbury, Thanet, Medway, Folkestone and Tunbridge Wells) with a Dean of Chapel and Chaplaincy Team funded by the University; the University of Kent's Anglican Chaplain, funded by the Diocese, leads a multi-faith chaplaincy team and is also the Priest in Charge of Blean.

There are many ancient 'hospitals' and almshouses in the Deanery spread throughout the parishes

Homelessness, alcohol and drug addiction are a challenge for this as for every City, as are the effects of the high-spirited nightlife in term-time.

THE PARISHES OF THE DEANERY

There are ten parishes in the Deanery with the Cathedral geographically at the centre. Wartime bombing and subsequent development saw many churches destroyed, demolished or to put to alternative use. Of the remaining ones some are ancient and all are well-used and cared for. Most have rooms or halls attached and have worked or are working to develop accessibility, comfort and facilities within their buildings. There is no enthusiasm at all at this stage for further closures of parish churches. The Deanery Plan has considered how the numbers of stipendiary clergy might be reduced over a period of time whilst maintaining and strengthening our mission and ministry with increasing use of well-resourced and trained lay participation. The results of that planning are indicated on the table below.

| PARISH | INFORMATION | LICENSED/ACCREDITED STAFFING | FUTURE STAFFING PROPOSALS |
|-----------------------------------|---|---|--|
| ALL SAINTS | Former Military Chapel serving the poorest area of Canterbury. A strong social ministry. | Part time stipendiary Priest in Charge 2 Readers (inc. OLM in training for 2010 ord.) 1 ALM Ministry Team | Oversight by St. Martin & St. Paul with curate or other resident in former vicarage (Glebe House) and local self-supporting Team with OLM. |
| ST. MARTIN & ST. PAUL CANTERBURY | One World Heritage Site church, one medieval/19 th C. near city centre but parish extends to suburb and rural areas beyond. Central tradition with outreach projects: monthly 'Messy Church' on housing estate; Cafe Church. | Full time stipendiary Rector (currently Area Dean) Full time stipendiary Training Curate Part time Youth Minister (annual post) 2 Readers 2 ALMs | To take on the oversight of All Saints. |
| BLEAN, ST. COSMUS & ST. DAMIAN | Medieval church in suburban/rural setting. Has pioneered the Ministry Leadership Team model with a 10% parish priest. Neighbouring the University of Kent. A few services are held in the 'temporary' c1920 Tyler Hill mission chapel. | 10% stipendiary Priest in Charge also Chaplain of the University of Kent (a Diocesan post). Recognised MLT with retired ordained & lay ministers. Informal Cluster with UoK & St. Stephen, Hackington. | To continue and develop relationships within the Cluster. |
| ST. STEPHEN HACKINGTON CANTERBURY | Historic church encompassing part of Blean Woods along with much of the site of the University of Kent. Strong preaching and choral tradition. Parish contains much former social, and now student, housing. | Full time Stipendiary Rector PIC Blean is Hon. Assistant Curate. Reader | To develop relationships within the Blean/UoK/St. Stephen's Cluster. |
| CITY CENTRE PARISH, CANTERBURY | St. Peter's and St. Mildred's Churches. One parish covering the city within the walls, with two historic buildings, both of liberal catholic tradition. | 1 Full time stipendiary Priest in Charge also taking responsibility for St. Dunstan's Canterbury in 2010 1 NSM 1 OLM Retired assistant clergy. 1 Reader Franciscan Friars. Reader & ALM in training. | Title to be worked out but St. Peter's, St. Mildred's, St. Dunstan's Canterbury together under one Parish Priest. |

| | | | |
|--|--|---|--|
| ST. DUNSTAN'S CANTERBURY | Remains a separate parish though now sharing costs with City Centre Parish. Historic church situated beyond the Westgate and housing the head of St. Thomas More. | 1 Reader | |
| HARBLEDOWN ST. MICHAEL & ALL ANGELS With St. Gabriel's Rough Common & St. Mary of the Angels Upper Harbledown. | Anglo-Catholic Parish with A, B & C resolution status. Medieval church in former village now linked with housing to City. The A2050 cuts through the Parish. Two Edwardian Mission Halls. Significant levels of poverty & deprivation on the London Road Estate. 6 Residential homes ministered to be a strong lay Team. | Full time stipendiary Vicar. Minister in Secular Employment. Authorised Lay Worker – Healing Ministry Special financial arrangements with Diocese for time being. | Alternative oversight to full time stipendiary required. Possibly House for Duty. |
| ST. MARY BREDIN CANTERBURY | Eclectic Evangelical Church with some mission projects/worshipping groups in other areas of the Deanery. Formerly training parish. | Vacant in late 2009 but Vicar to be appointed. Reader ALM Worship Leaders & other local ministries. | Retain stipendiary full time parish priest; develop stronger links with Deanery. Employ Youth Worker. Continue as a training parish. |
| STURRY & DISTRICT UNITED CHURCH | LEP Parish (Methodist) Medieval church in Sturry, Redundant church (Fordwich). No church building in Hersden. Medieval church in Westbere. | Stipendiary full time Rector also working in the Methodist Circuit. 1 OLM Methodist Minister (Part time) | No plans for change at present. |
| THANINGTON ST. NICHOLAS | Reordered medieval church on the A28. Links with local Community Resource Centre. | Priest in Charge is one-third parish and two-thirds Diocesan Director of Ordinands. Fledgling informal MLT. | No plans for change at present. |

THE OBJECT OF THESE PROPOSALS

Although the Parishes currently work hard to maintain their financial responsibilities it is obvious that we need to look at how we can reduce the number of **stipendiary posts** without reducing the integrity and quality of the ministry of the Parishes. Each of the churches has its unique life and gifts and a community of caring people. The social mix of every parish is varied.

The Proposals outlined above would reduce the number of stipendiary clergy from 7.9 at the beginning of 2010 (formerly 8.9 until the retirement of the Vicar of St. Dunstan's in December 2009) to a possible 5.4. The proposals would create a Deanery with these principle areas of focal ministry within it:

| PARISH/GROUP OF PARISHES | ORDAINED STAFFING | STIPENDIARY COSTS | PROGRESS |
|--|---|--------------------------------|--------------------------|
| St. Martin & St. Paul with All Saints Canterbury | 1 Full time priest. Training curate? OLM & Local team at All Saints | 1.0 Stipend | |
| Cluster of: Blean St. Cosmus & St. Damian University of Kent Chaplaincy St. Stephen Hackington Canterbury | 1 10% Parish Priest combined role. 1 Full time Parish Priest | 0.1 Stipend 1.0 Stipend | Achieved Achieved |
| City Centre with St. Dunstan | 1 Full Time Priest 1 OLM & 1 NSM | 1.0 Stipend | Achieved |
| 4. St. Mary Bredin | 1 Full time Priest Training curate? | 1.0 Stipend | Achieved |
| 5. Harbledown | House for Duty/Other | | |
| 6. Thanington | 1 30% Parish Priest Also DDO | 0.3 stipend | Achieved |
| 7. Sturry LEP | 1 Full time Parish Priest NSM Methodist Ministry | 1.0 Stipend | Achieved |

REALISING CHANGE

The proposals above cannot be achieved without:

- A commitment by every Parish or group of Parishes to meet their Parish Share as agreed within the Deanery.
- An agreed understanding of local and shared mission and ministry priorities.
- An agreed strategy for stipendiary ministry and for encouraging and making full use of self-supporting ministry.
- The assistance of self-supporting ministers lay and ordained, ready to commit to the overall Deanery vision and their local part of it.
- The assistance of clergy with PTO who are ready to make commitments to particular parishes or assist across the Deanery.
- A Chapter organisation structured to meet the varying needs and responsibilities of the clergy and lay ministers.
- An ongoing readiness to revise the Mission Plan. The proposals are not an end and new possibilities may well arise.

MISSION PRIORITIES

The following Areas of Ministry & Mission have been identified within the Deanery.

PARISH

The provision of worship both traditional and innovative

The encouragement of local ministries and vocations to ordained and accredited ministries.

Local patterns of teamwork in ministry.

The pastoral care of the membership and parishoners.

The provision of Sacramental and Occasional ministry to those beyond the church membership.

Provision for particular groups within the membership and the community – children, young families, the elderly.

Outreach projects of a social and/or evangelistic nature to individuals, organisations and groups.

The care, maintenance and development of churches and other buildings

The stewardship of funds and encouragement to maintain regular giving

The provision of appropriate education at all levels.

MISSION & PASTORAL NEEDS AND OPPORTUNITIES RECOGNISED BY THE DEANERY

Students – Strategic co-operation between the University Chaplaincies and the Parishes – complementarity rather than competition.

Populations of the new housing schemes – Local and Deanery initiatives.

Pilgrims, tourists, hotels – availability of websites and literature.

Those looking for answers – provision of a variety of courses exploring the Christian faith.

Shops

Businesses

Schools & Children

The poor and the homeless

Local government

ECUMENICAL PARTNERSHIPS

Much is to be gained from seeking to work in partnership with our fellow Christians in Canterbury. There is an LEP in Sturry and individual parishes have developed projects with other Christian Churches.

The particular issue for the Deanery at present is the influx of new Churches (eg Canterbury Vineyard, Emmanuel Church) which come to the City to plant a new church and sometimes claim to be doing so in response to a call to 'preach the Gospel' in Canterbury, often with a narrowly-defined target audience in mind (eg students, young professional, a specific ethnic minority). Anglicans are not well represented on Churches Together in Canterbury (although most of us support the Good Friday procession & service and the annual United Service). There has been some ecumenical tension. We need to work at our relationships with other Christians and Christian leaders and contribute towards the development of the forum (Churches Together in Canterbury) that brings Christian ministers and people together.

THE CATHEDRAL

It is recognised that the Cathedral has significance far beyond the Deanery but given that many local people regularly worship there it has a Deanery dimension. We welcome the presence of one of the Residentiary Canons at Chapter and lay representation at Synod and on the Deanery Mission & Ministry Committee. The Dean and Chapter are considering how they can contribute to Deanery Planning. It is fortuitous that the current Area Dean and Lay Chair are both members of the Cathedral Foundation.

Reverend Canon Noelle Hall (Area Dean)
Canon Rosemary Walters (Lay Chair)