

# Shaping for Mission

## Setting a Vision

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**Phase 2 Objective:** To discern a picture of what you think God is calling this deanery to be in the next few years.

### The Process:

- A) **Deanery Review**
- B) **Diocesan Vision**
- C) **Affordability**



**Deanery Vision (A+B+C+?)**

### **A - Provides up-to-date information on:**

Churches / Schools / FXs / Care Homes / Hospitals ...  
Social Action Initiatives / Ecumenical Ventures ...  
Ministry (Lay & Ordained, Self-supporting & Stipendiary) ...  
Missional Successes / Missional Opportunities ...  
Training Resources / Training Needs ...

### **B - Keeps the following in focus:**

DVE Priorities

Diocesan Vision Prayer: *Confidence / Knows & Loves Communities / God at Work / Richness & Variety / Partnerships / Common Good / Justice / Hope*

- We believe we are strong in this area in the following ways...
- These things we believe could change or to stop ...
- These are the areas we believe we could develop...

### **C – Recognizes the financial constraints:**

Actual Parish Share Paid During 2019 (*chosen benchmark for affordability*)

## Developing (and Communicating) the Vision

The vision, with respect to **MISSION**, should show:

- (i) what current activities ought to be enhanced
- (ii) what current activities suggest a modification or cessation
- (iii) what potential activities need to be established

The vision, with respect to **DISCIPLESHIP**, should depict:

- (i) the expanded use of current and successful examples
- (ii) a way of providing courses, teaching and training

The vision, with respect to **EVANGELISM**, should address:

- (i) how to improve and capitalise on existing practices / activities
- (ii) how to resource newly identified opportunities

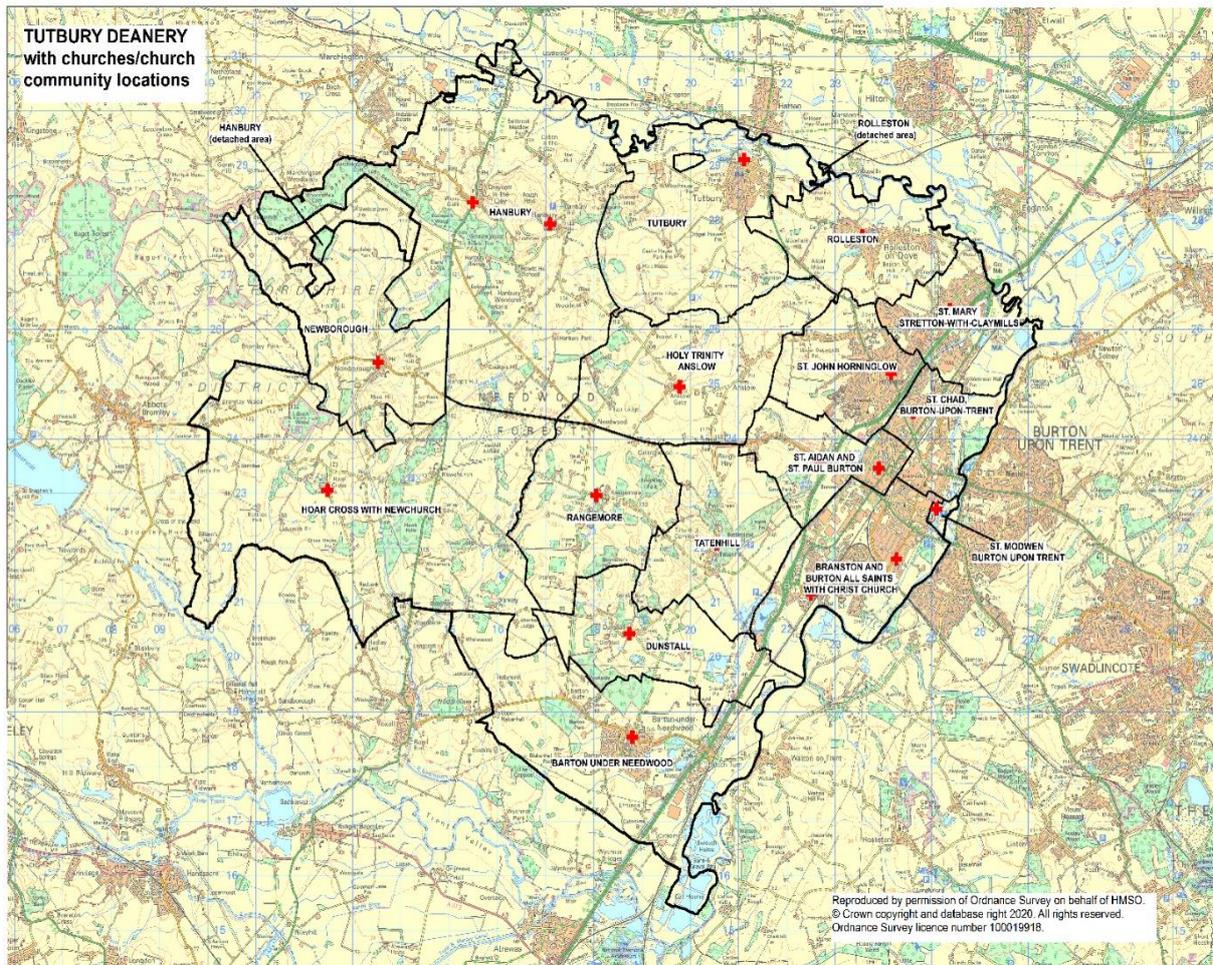
**Note:** The **OUTPUT** of Phase 2 becomes the **INPUT** to Phase 3!

When passing on the vision formed during Phase 2, it would be good to consider its form as well as its content; this will help the Phase 3 work of bishops and archdeacons. Furthermore, experimenting with the form may help the SfM Team to 'visualise' and communicate what is envisaged.

A consideration of the geography may help visualise the proposed deployment of resources (affordable, stipendiary and self-supported ministry) against the area's demographic data and even its topography.

Ecclesiastical boundaries don't necessarily equate with, or make sense to actual communities!

Why not make use of a deanery map?



It should be possible to locate on a map where...

- (a) specific places having missional activities in need of enhancement: *churches, schools, FXs, care homes, BMOs, hospitals, street pastors, ecumenical work, etc.*
- (b) places having a 'fixed' CoFE presence which is now less appropriate than when it was originally established.
- (c) places which have missional and/or evangelistic opportunities that are not yet resourced.

There may be some missional and/or evangelistic opportunities which cannot be located by a point on the map such could be listed alongside.

Using a map in this way may help with answering the **'BIG FIVE QUESTIONS'** from the Phase 2 guidance document...

1. What might stop you translating this vision into reality?
2. What do you most want Bishop's Staff and the wider diocese to understand about your vision for your deanery?
3. What culture changes does your vision require and what support might you need to implement them?
4. What are your absolute priorities for sustainable mission as a deanery? How are these reflected in your ideas about areas of strength, what to stop and what to grow?
5. If we were able to implement this vision over the next few years, what would be the five most significant changes in the deanery by 2025?

## Realignment of Resources

SfM has its origin in the (pre-COVID) Bishop's Staff initiative of realigning existing ministry resources (lay & ordained) to better facilitate mission.

The financial pressure, accelerated by COVID, has introduced an additional pressure to ensure that any new missional; structure is also financially sustainable.

- Each deanery has been given a figure suggesting what has proven to be affordable by way of stipend; this should be used as a ceiling.
- Each deanery knows its strengths with respect to self-supporting ministry.
- The vision may suggest the need to foster (amongst a more holistic promotion of vocation) increasing its resource of self-supporting ministry and local leadership.



## Deployment

Back to the map...

By using *post-it* notes of various colours to represent...

- affordable, full or percentage-post stipendiary clergy  
*(divide post-it notes as applicable)*
- house-for-duty clergy *(0.2 for calculation purposes)*
- clergy with PTO
- self-supporting clergy
- readers, licenced lay workers, etc.
- resources to be 'grown'

...the map of missional activities and opportunities could be populated with the resources thought necessary and best suited.

This exercise would readily identify the need to 'grow' ministry where resources fall short of the requirement.

## The deanery vision as an INPUT to Phase 3

What can the map help to communicate?

Key questions asked of each vision during Phase 3 will be....

- How does the vision stack up against the diocesan vision prayer?
- How does it promote the DVE priorities?
- How does it match what is deemed affordable?
- How does the vision offer something more than maintenance whilst acknowledging less stipendiary resource?