



1 Agreed principles

- 1.1 The future pattern of ministry leadership will consist of teams, mostly unpaid, lay and ordained, enabling local mission and ministry.
- 1.2 These guidelines necessarily take account of the increasing costs of stipendiary ministry. However, these rises have created an opportunity for a more biblical, holistic and effective model of ministry and mission in the 21st century.
- 1.3 Deaneries, through their Leadership Teams/Pastoral & Standing Committees, will be responsible for determining the composition and deployment of these ministry leadership teams having due regard to:
 - The number of stipendiary posts, including housing, which is available to a deanery;
 - Creating local contexts for growth which are sustainable in the medium term with respect to finance and personnel;
 - Developing a “multi-faceted” approach to ministry and mission involving inherited mode and emerging/fresh expressions/pioneer ministries;
 - The need for transitional arrangements which avoid overloading either paid ministers or volunteers.

2 Planning

- 2.1 Deaneries will forecast the numbers of ordained (Stipendiary Ministers, Self-supporting Ministers and Ordained Local Ministers), licensed lay (Licensed Lay Ministers, Youth Workers, Lay Evangelists) and commissioned ministers that are likely to be needed to resource each of their teams over the period 2010-2015, having due regard to:
 - The number of worship centres and geographical area that a team is serving;
 - The numbers of occasional offices – especially funerals and marriages;
 - The number currently in training for self-supporting ordained and licensed lay ministries who are within their deanery;
 - The profile of ministers in training in terms of how much time they are likely to be able to commit, their availability (eg weekday ministry), areas of possible gifting (eg pastoral care, teaching, evangelism) and whether they are open to being deployed;
 - The current ministerial profile of the deanery in terms of future availability, retirement and areas of gifting;
 - Resource implications of opportunities for ministry and mission beyond parochial structures;
 - The expected limits on the number of stipendiary ministers that will be available funded by the Diocese (figures will be set by the Bishop’s Staff);
 - Contexts in which curates (Stipendiary and Self-supporting, including Pioneers) may receive their training and supervision.

- 2.2 In doing their planning, deaneries will need to take account of:
- the statistics from churches (finance, numbers) over the past 5 years;
 - plans and possibilities for future growth;
 - issues of viability;
 - outcomes dictated by the Vacancy Leadership Development process;
 - and any special circumstances or opportunities (e.g. new housing areas).
- 2.3 The numbers of stipendiary posts funded by the Diocese available to a deanery will be forecast for a 5 year period. However, only the figures for the first 2 years can be considered to be reasonably accurate.
- 2.4 The planning should yield some clearer ideas of the competencies that will be required of the future ministers, especially ordained Stipendiary Ministers, and this should be fed back through the deanery to help selection, training and recruitment.
- 2.5 Stipendiary posts do not have to be filled by ordained ministers.

3 Steering and support from the Bishop's Staff and Diocesan officers

- 3.1 To support the deaneries in their forecasting, the officers of the Diocese will provide data on those in training, the current ministerial profile (including expected retirements) and church statistics.
- 3.2 Deaneries will work closely with the Strategy Delivery Team on their deployment plans. Appointments will be approved by the Bishop's Staff.