

LEDBURY DEANERY SYNOD

Minutes of the Meeting held at 7.45 pm on Thursday 26th March, 2009
at the Memorial Hall, Much Marcle.

Attendance:

House of Clergy Rev'd M.D.Vockins (Rural Dean), Rev'd P Dunthorne (Ledbury), Rev'd M.Horton (Colwall), Rev'd H Mayell, (Ledbury), Rev'd Prebendary S.Strutt (Ledbury).

House of Laity Mr I.D.S.Beer (Lay Co-Chairman, in the Chair), Mr M. Allfrey (storridge), Dr R. Allsopp (Wellington Heath), Mr M. Brothers (Ledbury), Mrs E Clutterbuck (Bosbury), Mr M. Johnson (Coddington), Mr D McKerracher (Mathon), Mr A. Mence (Tarrington), Mr C. Myles (Ashperton), Miss C Panter (Diocesan Synod), Mr G Probyn (Mathon), (Deanery Treasurer), Mrs M Roberts (Colwall), Mrs A. M. Russell (Ashperton), Mr B. Tremayne (Aylton), Mrs S. Tyrrell (Putley), Mr B. Willder (Stretton Grandison)

Apologies for Absence: Rev'd A. Lanyon-Hogg, Rev'd N Seabright, Rev'd Robert Ward (C, M & S), Mr.J.F.Barnes (Secretary), Mrs C. Blackaby, Mr G. Burke, Mr F. Seabright, Mr M. Greensmith, Mrs D. Allen, Mr F. Seabright, Mrs E. Toyer (Ledbury).

In Attendance Mr W. Hopkinson, Mr Nat Hone(Bosbury).

Opening prayers were led by the Rev'd H Mayell.

1. **Welcome** The Lay Co-Chairman welcomed all present He noted the retirement of Mr J Barnes. It was appropriate that synod should record its deep appreciation of his work as Secretary; that was unanimously agreed, and Synod sent its best wishes for Mr Barnes' return to health.
2. The Lay Co-Chairman asked that nominations for the post of Secretary should reach him by 30 April; Synod would then be able to make a formal appointment at their next meeting. Pending the appointment Mr W. Hopkinson had agreed to undertake certain administrative work and failing other nominations, would be prepared to undertake the office.
3. **Minutes of the Synod** held on 27th November, 2008 were approved, subject to amending the reference to recommendations in the Report Youth and Children's Work from 2-5 to 1-5.
4. **Matters arising:** None
5. **Finance.**
 - i. Financial report 2008: The Treasurer said that the current position was quite good, though not so solid as it was. In response to questions he confirmed that most parishes either reached or were very near to their required contributions last year.

ii. Phasing Allocation (Clarification of Benefice share of Diocesan allocation):

a. Introducing this item the Lay Co-Chairman explained that, technically, the proposals submitted by Putley PCC should have gone first to the Standing Committee (SC). However both he and the Rural Dean had felt it right that Synod should have the opportunity to consider them at this meeting since one, in substance, contradicted SC's own first resolution. The Lay Co-Chairman proposed therefore to invite Mrs Tyrrell to speak to the Putley paper; to ask the Rural Dean to explain the SC resolutions; then to ask Synod to vote on SC Resolution 1 and, if passed, SC Resolution 2. Synod would then be invited to consider Putley Resolution 1; if SC 1 were defeated Synod would be asked to consider Putley Resolution 2. Synod agreed this procedure.

b. Mrs Tyrrell briefly introduced the Putley paper, emphasizing that the Cider group merely wished to see that the current Deanery Funding Agreement procedures were properly followed - this had not happened in 2008. Their second resolution emphasised that the Diocesan share shown in the 2009 Deanery budget should be reduced from £260,921 to £255,914 as authorised by Diocesan Synod in October, 2008. This would have the effect of the phasing allocation being distributed to the parishes.

c. The Rural Dean, in introducing the SC paper, emphasised that, at the Wellington Heath (November) Synod there had been no attempt to obfuscate or mislead concerning the Budget figure. It appeared the issue, though dealt with succinctly (in view of the desire to turn to the report on Children and Young People) had been well understood and unanimously supported by a well-attended meeting. No questions or concerns had been raised at that time. However, subsequently, concerns were raised, in one limited quarter, as a result of which the Chairman wrote to Treasurers seeking inviting those who had concerns to contact him. In fact, although not sought, the Treasurers of the Cradley group, the Colwall group and the Ledbury St. Michael's group had written affirming their support for Synod's decision. Nevertheless, though the

concerns expressed were limited, the Lay Co-Chairman and he had felt the matter should be referred back to the SC.

d. Turning to point 1 of Putley's recommendation, the Rural Dean felt sure members would wholeheartedly support this since it was current Synod policy. However, it had to be understood that, since the Deanery budgeting depended on the diocesan budgeting (and the number of processes, outside the Deanery's control, that had to go through) this could often be achieved on a 'best endeavours' only. The Rev'd P. Dunthorne proposed a slight amendment to the wording (noting that the consultation should be with benefices) which did not alter the thrust of Putley's recommendation or Synod policy. The Rural Dean suggested that, as Synod shared Putley's intentions (point 1), this might be taken at this stage.

e. The Lay Co-Chairman said that he and his colleagues were shortly to meet the Archdeacon and he would pursue the diocesan timing aspects. On that basis, and noting that it could be achieved on a best endeavours basis, by a show of hands Synod affirmed their unanimous support of their existing Resolution as re-emphasized by Putley Resolution 1.

f. The Rural Dean advised Synod that, at its recent meeting, SC had looked in detail at the budget issues, and particularly the Phasing Allowance. Consideration had been given to the possibility of passing this to parishes, but SC had concluded this was not wise or desirable as

- i) divided among 22 parishes the resulting sum would be very small;
- ii) the experience of the last year or so had shown the wisdom of having healthy Deanery reserves, which allows the Deanery to offer support when a parish has cash-flow problems and has to pay its share late or if it should find itself unable to pay;
- iii) by having healthy reserves the Deanery was able to ensure that its share to the Diocese was paid in full and – as a result – the Deanery was now entitled to a rebate of 2% - a real benefit to the parishes;

iv) the retention of the Phasing Allowance for 2009 in Deanery reserves followed the precedent of 2008 which had been approved by SC on the recommendation of DFAG;

v) the amount of the Phasing Allowance varied quite markedly from year to year; it could not be predicted nor guaranteed; for it to revert to parishes this year might give rise to a sense of false comfort, and parishes facing an apparently undue increase in 2010 if there was to be a low Phasing Allowance or no Allowance.

g. For all of these reasons, and being aware that most parishes supported the premise, SC had come to the conclusion that it remained sensible for the Phasing Allowance to be directed to Deanery reserves as

i) it seemed particularly sensible in the current financial climate when parish might find their finances more challenging;

ii) having qualified for the 2% rebate it was sensible to retain that by ensuring the Deanery is in a position to pay its share in full; and

iii) the Deanery should not be constantly looking inward but grasping a vision for looking for new opportunities to expand God's work in this place, which might well need funding; clearly this could not, and would not, be undertaken without Synod's prior approval but it was right to hold out this vision and to have some hope of undertaking it together.

h. Finally, the Rural Dean put, on behalf of SC, the firm recommendation that the budget for 2009 as previously presented should be affirmed, with the Phasing Allowance being directed to Deanery reserves. He emphasized that SC's paper offered a further safeguard for parishes, which was that if reserves increased significantly part could be re-allocated back to parishes. He pointed out that point 2 of Putley's paper was, in effect, the exact opposite (or negative) of this recommendation. Those who wished to vote for the the Putley recommendation (point 2) should vote against the SC recommendation, and those supporting the SC recommendation would be voting against the Putley recommendation. He wished no-one to be in any doubt about this.

i. The Rural Dean then moved SC Resolution 1. This was readily adopted by a clear majority, 17 voting for, with only 2 against. There were two abstentions. SC Resolution 2 that the 2% rebate should be passed to all those parishes who met their quota on time was adopted unanimously.

6. Standing Committee Minutes 4th March, 2009: No points raised.

7. Deanery Plan.

- a. Pastoral visiting: The Rural Dean had completed a further 3-session course for six people. An additional course on bereavement visiting is under consideration. He is available to Parishes for further courses if required.
- b. Communications: The diocese was about to have a new, improved, website. The Deanery website should be linked to it in due course; work on the latter meanwhile continues.
- c. Young people:
 - i. Certain parishes had apparently not appointed Child Protection Officers. This was now imperative. The incumbents were asked to look into how matters stood in Coddington and Stoke Edith.
 - ii. The Deanery was about to submit a bid for funding (£9,750) to the diocese for its work with children and young people as approved at the last Synod meeting. The Rural Dean reported on the excellent progress made in drafting the Deanery's bid, and outlined to Synod its details. A small group consisting of The Rev Paul Dunthorne, the Rev. Melanie Horton, The Headmistress of Cradley Primary, The Head of RE at JMHS, Capt. Norris Boyland, the Lay Co-Chair and the Rural Dean had finalised the document to go to the Diocese. The project might now be extended to include John Masefield High School, the secondary school serving the whole Deanery, which was an exciting development. The RD emphasized that the objective was to go for high quality input, particularly into schools, where the signs had been most encouraging; there would be no objection to the equipment sought being used in churches when appropriate provided the same objectives were being pursued. The projects could certainly be ecumenical. Synod enthusiastically approved the project and the submission of the bid to the Diocese. A copy of the bid would be annexed to the minutes.

d. Social event: The concert had been a great success, with a huge turnout and very grateful thanks were expressed to Colin Myles for all his work in making it possible.

8. **Experiencing Easter:** This was going very well. Bosbury had already completed their display which had been very well received. Ledbury was in hand for next week with many children booked in to visit, and leaflets would be given to those visiting the church. The stations had proved easy to construct.

9. **Diocesan Synod report:** Miss C. Panter gave a brief report. The emphasis had been on children and listening to their needs. The diocese had at last appointed a Director of Education and interviews were to be held for a Schools Officer. The environment was also a matter of increasing concern. More technically, the importance of the new Pastoral and Mission Measure was noted.

10. **Bishop's Council report:** The Rev'd Prebendary S. Strutt reported on the reorganization of the diocesan office and the move of certain departments to Ludlow. The Bishop of Ludlow was shortly to retire and a service in his honour was to be held in the cathedral on 28th June at 3.30 pm; he was the creator of the strategy for Local Ministry. All Deaneries had now gone through the process that Ledbury had done on the exercise for 2015. (Copies of 2015 Onward were made available to Synod members).

11. **Mtwara report:** The Lay Co-Chairman reported that links were now very much alive. The Scholefields had give a number of excellent talks, and various lunches had raised significant sums being spent on food for the kindergarten, bibles for the church and the ongoing building.

12. **Good news and forthcoming events:** The Rev'd Prebendary S.Strutt reported that there would be a performance of Stainer's Crucifixion on 4 April at 6 pm. The RD noted that there would not be a Deanery Pentecost service this year but that it hoped to arrange one for 2010. He informed Synod that the Dean had invited a party for a conducted visit to the Cathedral on Ascension Day at 7 pm. The Ledbury Ecumenical Walk would take place on Good Friday at 10.0 am starting at the Baptist Church The Rev'd M. Horton reported on a visit to Greenbelt on 28-30 August

13. **Dates of forthcoming Synod Meetings:**

Thursday, 30th July Ashperton Village hall

Thursday, 24th September Ledbury Chapter House.

At this meeting we shall ask parishes to update Synod on their 5 Year Plans.

Thursday, 26th November Colwall, The Ale House.

14. **Any other business:** The Lay Co-Chairman reminded members about the appointment of a new Secretary and that diocesan returns should go to the new Secretary when appointed, but meanwhile to him. A member informed Synod of the potential savings to be made by parishes by the use of the Church Energy Purchasing Group.

The meeting concluded at 9.30 pm with The Grace.

Annex to minutes of Ledbury Deanery Synod 26 March 2009

DEANERY MISSION PROJECT - APPLICATION FORM

Applicant (Parish, Group of Parishes, Benefice, Team, Deanery)

DEANERY OF LEDURY

Date of application: 27th March 2009

NAME OF THE PROJECT

Ledbury Deanery's Continuing Mission to Children and Young People.

DESCRIPTION OF THE PROJECT

Please describe what your project will do. Include evidence of need, who will benefit and how, and long term impact.

Ledbury Deanery wishes to reach out, in an active, supportive and encouraging way, to as many of our children and young people as possible through a scheme (set out below) to link with the nine Primary Schools (5 CofE schools, 2 County schools, 2 independents – The Elms and The Downs at Colwall) and also with John Masefield High School, by offering high quality support for the schools with collective worship, with support for teaching, and with after-school activities.

It intends to do this by training and establishing teams (ecumenical where possible) to work in schools. Importantly, this same support will also be made available to those currently working with children and young people in our Churches (with Sunday Schools, clubs etc).

In terms of the need, the Deanery, in inviting each of its twenty-two parishes to draft their own Five-Year Plans (FYPs), became aware that many of our twenty-two parishes expressed a real desire to reach out to children and young people, or to enhance and develop existing work in this field.

The Deanery recognized that, in many parishes, and particularly the smaller ones, resources (human and otherwise), experience and expertise were limited and that, if such a desire is to be fulfilled, it would benefit from being a Deanery-led project to support and encourage the parishes – and into which all parishes could tap.

As an example of need, Ledbury Primary School's after-School club has risen, over six years, from 2 to 20 children and now has a waiting list.

Work with children and young people thus became a key part of the Deanery's own Five-Year Plan. This was given added impetus by a study, undertaken on the

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Deanery's behalf by Rev'd Paul Dunthorne, of work currently undertaken by our Churches with children and young people.

The study resulted in 11 Recommendations to Deanery Synod (copy attached as Appendix 1). Nine Recommendations relate to the parishes themselves whilst two Recommendations (6 and 11) are to be initiatives undertaken by the Deanery:

Recommendation 6. Consideration to be given to Deanery training in leading children's work within churches.

Recommendation 11. Consideration to be given to Deanery training in relating to schools, setting up after-school clubs and leading collective worship at all Key Stage levels. Perhaps in partnership with the Hereford ACTS2 scheme, and/or in conjunction with Scripture Union (or similar bodies). A bid for Diocesan Mission funding money (currently available) could be made.

Synod warmly endorsed the report and the Recommendations. By opting enthusiastically to focus on Recommendation 11 (acknowledging it would also assist in developing the former, Recommendation 6) Synod recognized that, over a period of time, it offered the potential for our Churches to link with a great many of the children and young people in the Deanery, more than could possibly be the case through existing church activities.

In order to achieve this, self-sustaining teams (ecumenical where possible) are to be built-up across the Deanery to work in schools with projects such as 'A Christian Team in Schools version 2' (ACTS2) model and/or in conjunction with the Scripture Union and similar bodies – leading collective worship, resourcing (and supporting) after-School activities and clubs, perhaps even contributing to or leading RE lessons.

The project will seek to include (and draw on the experience of) those currently working in these schools, thereby building on existing work and links, and increasing both the quality and quantity of that provision through training, teamwork and resources.

The aim is to establish anew a generation of children and young people with a knowledge of our Lord Jesus and of the Christian faith, with an understanding of the Church's contribution to the wider community and, it is hoped, a desire to be part of that.

The potential impact of having successive generations of children and young people sharing in, and grasping, these issues could be enormous. The long term impact will only been seen as they grow up over the years. Importantly, those from our parishes who participate in the project will retain their skills and so be able to continue offering these benefits to help successive generations.

EMPLOYMENT

If the funding is to be used for the employment of a worker, please state who will be the employer, the job title, job description (if available), and terms and conditions of employment. (Attach as separate sheets). Please be aware that you may be approached for more information.

Not applicable

DURATION OF THE PROJECT

Please give the proposed start date and duration.

As the goal is to build up self-sustaining teams across the Deanery who will have an on-going role in our in schools working with the ACTS2 model etc (and new projects, new materials which are developed), the project effectively is timeless, continuing as long as trained volunteers (and their successors) are able and willing to carry out this work.

The project should, however, be evaluated constantly (i.e. at least annually), and also formally towards the end of each five year period. Thus the programme is seen, initially, as a five-year project. However, if the training is continuous it could be a model which self generates and lasts forever.

OBJECTIVES FOR THE PROJECT

Please state concisely at least 4 achievable objectives, and how you propose to monitor that each has been achieved.

To reach out, in God's love, to children and young people by meeting them where they are, and where they are readily accessible – in our schools.

To show them that they are valued by God and by us.

To share with them the story of Jesus, so they may come to know him, and to be aware of his presence in their lives and, in the process, to create the opportunity of exploring prayer and Christian spirituality.

To be open to the riches children and young people offer, so that those participating in the project – and our Churches - may grow through this

By introducing children and young people to the Christian gospel, to encourage them to share the good news with one another and with their own families, and to offer support to enable those families too to come to know Jesus and to experience him in their own lives.

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In these ways to create a bridge by which children, young people and their families will feel drawn into the wider life of the Church, either on Sundays or in other ways. It is clear our Churches will themselves benefit from these initiatives.

These objectives will be achieved by:

- 1. Liaising with Diocesan Support Ministers, and also with ACTS2/Open Book project/Scripture Union (and other appropriate bodies) to provide quality training for volunteers from across the Deanery from whom teams can then be selected.*

Training would also be open to those involved in Church-based work with children and young people, to offer a better provision for the children and young people currently within our Church families and, importantly, for those who join our churches as a result of this Deanery project.

Monitoring required: The number of volunteers, their enthusiasm during and after training, assessment (by the Deanery and/or Diocesan Officers, etc) giving the training.

- 2. Liaising with all the Primary Schools (including both Church Schools and non-Church Schools) in the Deanery, and with The Elms School and The Downs School, to seek their co-operation and participation.*

Monitoring required: The percentage of the primary Schools prepared to involve themselves

with the scheme. A 75% take up would be thought to be successful.

3. *To consult with Staff at John Masefield High School, in order to be able to provide a similar programme to suit the higher age range in secondary school attended by a great many of the children within the Deanery.*

Excellent work carried out with younger children is not always followed through as they grow into teenagers, principally because fewer volunteers feel they have the confidence or necessary skills to meet the spiritual needs of adolescents. Training and development of a dedicated Secondary schools team that could both deliver age-appropriate collective worship and support the delivery of the Religious Studies curriculum would offer a dual benefit. It would fulfil an identified need in JMHS and additionally will support parishes in their work with young people, through the training and support offered.

(Consultation with Mr. Sean Warren, Head of RE at JMHS, on this aspect of the project has been of great value - and encouraging, as was the invaluable input of the Rev'd Mrs Dawn Hyett regarding Primary Schools.)

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Monitoring required: To assess the needs of the Staff at JMHS relating to a programme of this kind. To discern and recruit volunteers with abilities and skills (and experience?) at this age level.

4. *To establish self-sustaining teams across the Deanery, creating sympathetic and trusted relationships with the schools involved.*

Monitoring required: Asking each of the schools to complete assessment forms each term so that the work of the teams can be evaluated, and the quality desired by the schools maintained.

RISK

What are the greatest risks against the success of the project? What contingency plans do you have?

1. *That there will not be enough volunteers (despite the parishes' plea that something needs to be done) capable of delivering the required quality of programme.*
2. *That the schools will not wish to participate, or to co-operate. Five, however, are Church of England primary Schools, which offers encouragement, and research already taken in this area suggests co-operation and a desire to participate.*
3. *That the Diocesan Support Ministers may be too busy to contribute to the essential basic training.*

Explain how this project fits in with or complements your Deanery Plan

Ledbury Deanery's FYP, drafted in the autumn of 2006, has five legs:

- *Communications;*
- *Training (including, where possible, local training);*
- *Use of Church buildings - investigation of (and encouragement of) the wider use of Church buildings;*
- *Outreach to Children and Young People; and*
- *Social activities or events to bring parishes closer together and to enjoy working together.*

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Each of these areas was incorporated into the Deanery's FYP on the basis that these could be delivered better by the Deanery collectively than by individual parishes.

In the parishes' FYPs one item presented itself time and time again – that was a concern about the lack of young people in the churches and about the churches' outreach to children and young people. Mission to young people thus became a key issue and one which the Deanery (in support of the parishes) would itself tackle.

At the Deanery Synod Meeting on 27th November, 2008 it was decided unanimously to make this the core of our bid to the Diocese for a grant for Mission Funding.

BUDGET FOR THE PROJECT

This should include all income and expenditure. If this includes the employment of a worker, it should record the basic salary, NI and pension if appropriate. If a local financial contribution or other source of funding (neither of which is essential) is being made to the project, please record this.

1. Costs of training brought in over a 5 year period: £3,750
2. Books and materials : £2,500
3. Equipment; data projectors, screens, sound systems £3,500

Possible total not less than £9,750

GRANT REQUESTED

£9,750

(The Working Group responsible for drafting the Bid document comprised: Rev'd Paul Dunthorne; Rev'd Melanie Horton; Rev'd Dawn Hyett, Headteacher, Cradley CofE School; Mr. Sean Warren, Head of RE, John Masefield High School; Capt Norris Boyland, Diocesan Children's Officer; Mr. Ian Beer, Lay Co-Chairman; and Rev'd Mike Vockins, RD, to all of whom go warm thanks.)

Appendix 1

SUMMARY OF RECOMMENDATIONS

1. To celebrate the work that is going on, and to thank the leaders.
2. All parishes to be aware of the opportunities that exist for children and young people across the Deanery, especially in neighbouring parishes, and to use every opportunity to publicise these in their churches, so families can know what is available locally.
3. In the light of numbers, each PCC to look seriously at the patterns of life in its parish for families and children, to ensure (i) that every opportunity be taken to make Sunday activities as appropriate as possible, and (ii) to examine the possibility of developing and strengthening activities in the week and/or at other venues (see below).

4. PCCs and Church leaders to talk honestly to parents and children about how children perceive their involvement in the Church services and events. Opportunities to be taken to strengthen and broaden involvement, recognising that this is a costly commitment of time.
5. Each parish to examine its worship from a mission-shaped perspective (wider than just children and young people). 'The Healthy Churches Handbook' (Robert Warren, Church House Publishing) is of value here.
6. Consideration to be given to Deanery training in leading children's work within churches.
7. Each PCC to review the list of those currently CRB-checked, to initiate checks where necessary and to appoint a designated person to keep lists of those checked, to review and ensure the correct application of the PCC's Child Protection Policy and to handle initially, with the Incumbent, any child protection issues that arise.
8. Each PCC with work among children and young people to look at their budget for this, with a view to ensuring that this work is properly funded. Leaders to be encouraged to make proper claims for all expenses incurred.
9. Each PCC to receive regular reports of work in this area, to review it with the leaders and to ask what support is needed that they can give. Areas to look at must surely include accommodation, finance, leadership, training and other practicalities.
10. Each PCC, where there is a school in the parish, to review links with that School, with a view to developing and strengthening such links.
11. Consideration to be given to Deanery training in relating to schools, setting up after-school clubs and leading collective worship at all Key Stage levels. Perhaps in partnership with the Hereford ACTS2 scheme, and/or in conjunction with Scripture Union. A bid for Diocesan money (currently available) could be made.

In signing this application you are agreeing to provide the Diocesan Partnership Fund with evidence of appropriate payments made within the terms of the project described.

Signature of applicant

Please print name

Position held

Telephone number

E-mail address

To whom should the grant cheque be made payable

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This project has been reviewed in the Deanery and was supported by the meeting of the Deanery Synod which was held on

Please include a copy of the Minutes of this meeting.

Signature of Rural Dean or Lay Co-Chair

Date

