

Deployment Plan for Stipendiary clergy **version 2**

For the reduction of two stipendiary clergy posts in Chew Magna Deanery

Recent Background:

Following the draft provisional plan for the reduction of the number of stipendiary clergy in Chew Magna Deanery being sent around to all the parishes in September 2022; the October 2022 and January 2023 Deanery Synods listened to the feedback from across the deanery. Alongside these synods, there have been other meetings and email communications, all of which have fed into the deliberations of the representative steering group known as the Deanery Mission and Pastoral Group (DMPG).

This second version of the plan is a direct result of the listening process.

Chew Magna Deanery has been allocated 7 stipendiary posts, and it is for the DMPG to propose to the Deanery Synod how those posts are allocated, in close liaison with the Archdeacon of Bath.

When the DMPG met on 9th March and 27th March– the key task was to take on board the feedback, and from these the group drew out the following principles:

- 1) All the parishes need to be part of the plan. None should be exempt. This was the key message from the parishes in the south of the Deanery and the January Deanery Synod
- 2) The plan needed to be demonstrably fair, and the best way to do this was to use the numerical proportion of a stipendiary priest's time allocated via the diocesan formula: [45% Regular worshipping numbers; 30% Population; 15% number of churches and 10% socio-economic deprivation]. Using this number for each parish would ensure an underlying fairness
- 3) Each Benefice (group of parishes) so formed needed to be as near to 1 stipendiary unit as possible and within 0.2/0.3 of each other
- 4) Parishes joined together needed to fit geographically together and ideally have practical road and other connections
- 5) The agreement of the final plan is a consultation process across the Deanery, with the final decision for Deanery Synod.

All the papers first offered in September remain on the Deanery website. The draft provisional plan from September includes explanation of the makeup of the DPMG and Deanery Synod, and sketches the distribution of retired clergy and lay ministry.

Whilst this plan is about stipendiary clergy numbers, it is assumed throughout this plan, that ministry in our parishes is far more than just that of clergy, even stipendiary clergy. To quote from the first plan:

- a) 'Mutuality of ordained and lay undergirds all deployment.' Christian ministry is rooted in the ministry of every believer
- b) The principle of 'No one alone' for both clergy and laity is essential. Mutual care and support in leadership is important and the building and sustaining of teams is imperative.

Current benefices with their current allocation:

The list of the nine benefices and their respective parishes:

In alphabetical order	Previous stipendiary allocation	New calculated stipendiary allocation	Current clergy in post
Blagdon, Compton Martin & Ubley	1	0.61	0
Chew Valley East: Chew Magna, Dundry, Norton Malreward & Stanton Drew	1	0.72	1
Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill	1	0.71	1
Clutton with Cameley, Bishop Sutton & Stowey	1	0.58	0
East with West Harptree & Hinton Blewett	(HfD) 0	0.31	0
½ Farmborough, Marksbury & Stanton Prior ½ Pioneer	1	0.50	1
Keynsham	2.8	2.13	2**
Publow with Pensford, Compton Dando & Chelwood	(HfD) + 0.2	0.43	(HfD) + 0.2
Saltford with Corston & Newton St Loe	1	1.01	0
Total	9	7	5

NB HfD = House for Duty, a part time post

For the purposes of stipendiary clergy numbers, HfD and curates (being in training) do not count.

Details of each parish's specific stipendiary allocation can be found in the papers mentioned in appendix A.

**** The Deanery has already lost one stipendiary post on the retirement of the Keynsham team vicar: Revd Mike Burke on 31st January 2023.**

The Proposal - first part: the arrangement of parishes into benefices

Change proposed	New Benefice	Number of parishes	Number of churches	New calculated stipendiary allocation	Allocation
Blagdon, Compton Martin & Ubley To join with East with West Harptree & Hinton Blewett	Blagdon, Compton Martin & Ubley with East with West Harptree & Hinton Blewett	3	7	0.92	1
Chew Valley East: To part from Dundry, and join with Bishop Sutton & Stowey	Chew Valley East: Chew Magna, Norton Malreward & Stanton Drew With Bishop Sutton & Stowey	5	5	0.83	1
Chew Valley West: To join with Dundry	Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill with Dundry	5	6	0.84	1
½ Farmborough, Marksbury & Stanton Prior (½ Pioneer) To join with Clutton with Cameley,	Farmborough, Marksbury & Stanton Prior (½ Pioneer) with Clutton with Cameley	4	5	0.84	1
Keynsham Already lost one post	Keynsham	1	4	2.13	2
Saltford with Corston & Newton St Loe No change	Saltford with Corston & Newton St Loe	3	3	1.01	1
Publow with Pensford, Compton Dando & Chelwood No change	Publow with Pensford, Compton Dando & Chelwood	2	2	0.43	(HfD) + 0.2
Total		23	32	7	7.2

The Proposal - second part: an interim pioneering minister for Clutton with Cameley, Bishop Sutton & Stowey

In order to aid the transition for the parishes which are losing a stipendiary post and more especially to help build up the Church in Bishop Sutton, the plan envisages the appointment of a two year interim pioneering minister.

Such a role could ensure a smoother transition of the parishes into their new benefices, provide an opportunity to undertake mission in the large village of Bishop Sutton, and help preserve the Farmborough pioneer role during the transition. The large rectory in Temple Cloud is due to be sold, so they would live in the house in Hinton Blewett.

The appointment of this minister would provide a two year pause before further changes to the current Chew Valley East and Chew Valley West benefices, which are still developing following their rearrangements in 2021.

Notes to accompany the above table:

New Benefice	Stipendiary Allocation	
Blagdon, Compton Martin & Ubley with East with West Harptree & Hinton Blewett	1	<ul style="list-style-type: none"> There has been mutual discussion in the recent years about the union of these parishes. The union was in the earliest deanery plan in 2017. The Chew Valley makes for a natural boundary northward, with the A368 running through all three parishes. The union of Blagdon and Ubley to form one parish is nearing completion, and the Churches of East with West Harptree & Hinton Blewett have been one parish for many years. St Hugh Charterhouse Mendip is also in Blagdon parish. Of the two houses available in Blagdon and Hinton Blewett, one would eventually be sold. Neither are central.
Chew Valley East: Chew Magna, Norton Malreward & Stanton Drew With Bishop Sutton & Stowey	1	<ul style="list-style-type: none"> Bishop Sutton and Stowey currently work closely together. With the increase in support for Bishop Sutton, there is no longer a suggestion the Church might close. Bishop Sutton, Stanton Drew and Stowey were a benefice together before 2010, so this is a return to a previous configuration.
Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill with Dundry	1	<ul style="list-style-type: none"> The addition of Dundry maintains the Winford Rectory central in the benefice.
Farmborough, Marksbury & Stanton Prior (½ Pioneer) with Clutton with Cameley	1	<ul style="list-style-type: none"> Conversations within the parishes since the publication of the first draft deanery plan have been favourable to the joining of the benefice of Farmborough, Marksbury & Stanton Prior with the parish of Clutton with Cameley, as long as the pioneer portion of the Rector's post is preserved as much as possible.

		<ul style="list-style-type: none"> • Clutton with Cameley is one parish with two churches: St Augustine, Clutton and St Barnabas, Temple Cloud. • The Clutton Rectory would be sold
Keynsham	2	<ul style="list-style-type: none"> • This new proposal leaves Keynsham the least advantaged benefice. Its allocation = 2.13, and its allocated clergy = 2. This 0.13 less than calculated. • Keynsham's loss of a stipendiary team vicar is a significant loss to mission and ministry.
Saltford with Corston & Newton St Loe	1	<ul style="list-style-type: none"> • The January Deanery Synod supported <i>Saltford, Corston and Newton St Loe going ahead to re-appoint a priest in charge, with the proviso that the person is appointed in full knowledge of possible future pastoral re-organisation.</i> • The appointment process anticipates advertising this Spring.
Publow with Pensford, Compton Dando & Chelwood	(HfD) + 0.2	<ul style="list-style-type: none"> • This is option A - see appendix B. This is the preferred option. • The Diocesan allocation for the deanery is 7 stipendiary posts. Some House-for-Duty post are available across the Diocese. The 0.2 here is slightly above the deanery allocation.
	7.2	

Additional notes:

- This deanery plan for the allocation of stipendiary clergy posts aims to be as fair as possible, allocating the painful cuts across the deanery as equally as possible. It unfortunately cannot remove the pain of the overall loss.
- The DMPG noted some parishes have not managed to fully pay their 2022 Parish Share. There are often a variety of reasons for this, sometimes parishes cannot pay as they do not have the money; sometimes parishes withhold paying all that they might. This has not been a factor influencing the deanery reasoning on allocating stipendiary posts. However, patterns of non-payment to the Common Fund over a number of years, will almost certainly be viewed negatively by prospective incumbents, and thus make the chance of recruiting a priest more difficult.
- In the time of Bishop Peter Price (Bishop of Bath and Wells), there were pairings across each Deanery called Local Ministry Groups. Reviving such pairings could be a helpful (not a compulsory) means of ministry support. A possible example is shown below:

Three stipendiary priests		
Chew Valley East: Chew Magna, Norton Malreward & Stanton Drew With Bishop Sutton & Stowey	With	Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill with Dundry
	And	Blagdon, Compton Martin & Ubley with East with West Harptree & Hinton Blewett

Four stipendiary priests plus House-for-Duty priest		
Keynsham	With	Saltford with Corston & Newton St Loe
	And	Farmborough, Marksbury & Stanton Prior (½ Pioneer) with Clutton with Cameley
	And	Publow with Pensford, Compton Dando & Chelwood

Proposed Timings:

This paper has been agreed by the DMPG, and with the Archdeacon of Bath, and is to be offered to all the parishes in the Deanery after Easter 2023, for consultation with a view to hearing the feedback from across the Deanery at an extra Deanery Synod at the beginning of June (possibly Monday 5th June). Responses (ideally before 5th June) should be addressed to the Deanery Secretary – Jessica McInnes: gusandjessmac@btinternet.com .

Stephen M’Caw (Area Dean) and Graham Sage (Lay Dean) and the Deanery Mission & Pastoral Group

Appendix A

Papers available on Deanery google drive available via the website <https://chewmagnadeanery.org/>

From the Diocese of Bath and Wells:

- 2020 Deployment Report
- Deanery Deployment Figures
- Deployment methodology explanatory paper
- Five-year Diocesan budget summary
- How much does a priest cost?

From the Deanery

- Draft Provisional plan for the reduction of stipendiary clergy number – September 2022
- Deanery Statistics with stipendiary calculation – from deanery figures
- Deanery Statistics with stipendiary calculation – from diocesan figures
- Deanery Map

Appendix B

The suggested plan includes option A which is supported by the DMPG:

Option A is shown above, which preserves as much as possible of the innovative Pioneer role of the Farmborough, Marksbury & Stanton Prior post, which is currently 50% Pioneer and 50% Rector. This is done by preserving a house-for-Duty post plus 0.2 in the Publow with Pensford, Compton Dando & Chelwood benefice: which is allocated nearly half a stipend (0.43) by the calculations across the Deanery.

Disadvantage: the final stipendiary clergy number across the Deanery is 7.2

Option B is to allocate the parish of Compton Dando & Chelwood to Farmborough, Marksbury & Stanton Prior and Clutton with Cameley. This is shown below:

Change proposed	New Benefice	Number of parishes	Number of churches	New calculated stipendiary allocation	Allocation
½ Farmborough, Marksbury & Stanton Prior (½ Pioneer) To join with Clutton with Cameley, And to join with Compton Dando & Chelwood	Farmborough, Marksbury & Stanton Prior with Clutton with Cameley and Compton Dando & Chelwood	5	6	0.99	1
Publow with Pensford, to part from Compton Dando & Chelwood	Publow with Pensford	1	1	0.28	(HfD)

This reduces the final stipendiary clergy number across the Deanery is 7.0, but.....

Disadvantage: a) the loss of the pioneer role based at Farmborough, b) break up of Publow with Pensford, Compton Dando & Chelwood and c) less ministry time for Publow with Pensford, Compton Dando & Chelwood.

Option B is not supported or proposed by the DMPG

Appendix C

Below are three alternative options for the southern parishes. None of these options are supported or proposed by the DMPG, since they are less equitable than the proposal above. They are included here to show what other options have been considered and rejected.

The first two proposals assume the same configuration for the northern benefices which are outlined in the proposal above.

Option 1 No change to Chew Valley West

Change proposed	New Benefice	Number of parishes	Number of churches	Stipendiary allocation	Allocation
Chew Valley West To remain unchanged	Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill	4	5	0.71	1
Chew Valley East To join with Bishop Sutton & Stowey	Chew Valley East: Chew Magna, Norton Malreward, Dundry Stanton Drew with Bishop Sutton & Stowey	6	6	0.96	1
Blagdon, Compton Martin & Ubley To join with East with West Harptree & Hinton Blewett	Blagdon, Compton Martin & Ubley with East with West Harptree & Hinton Blewett	3	7	0.92	1

Option 2 No change to Chew Valley East

Change proposed	New Benefice	Number of parishes	Number of churches	New calculated stipendiary allocation	Allocation
Chew Valley West To join with Blagdon & Ubley (united parish)	Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill with Blagdon & Ubley	5	8	1.15	1
East with West Harptree & Hinton Blewett To join with Compton Martin, Bishop Sutton & Stowey	East with West Harptree & Hinton Blewett with Compton Martin, Bishop Sutton & Stowey	4	6	0.72	1
Chew Valley East To remain unchanged	Chew Valley East: Chew Magna, Norton Malreward, Dundry & Stanton Drew	4	4	0.72	1

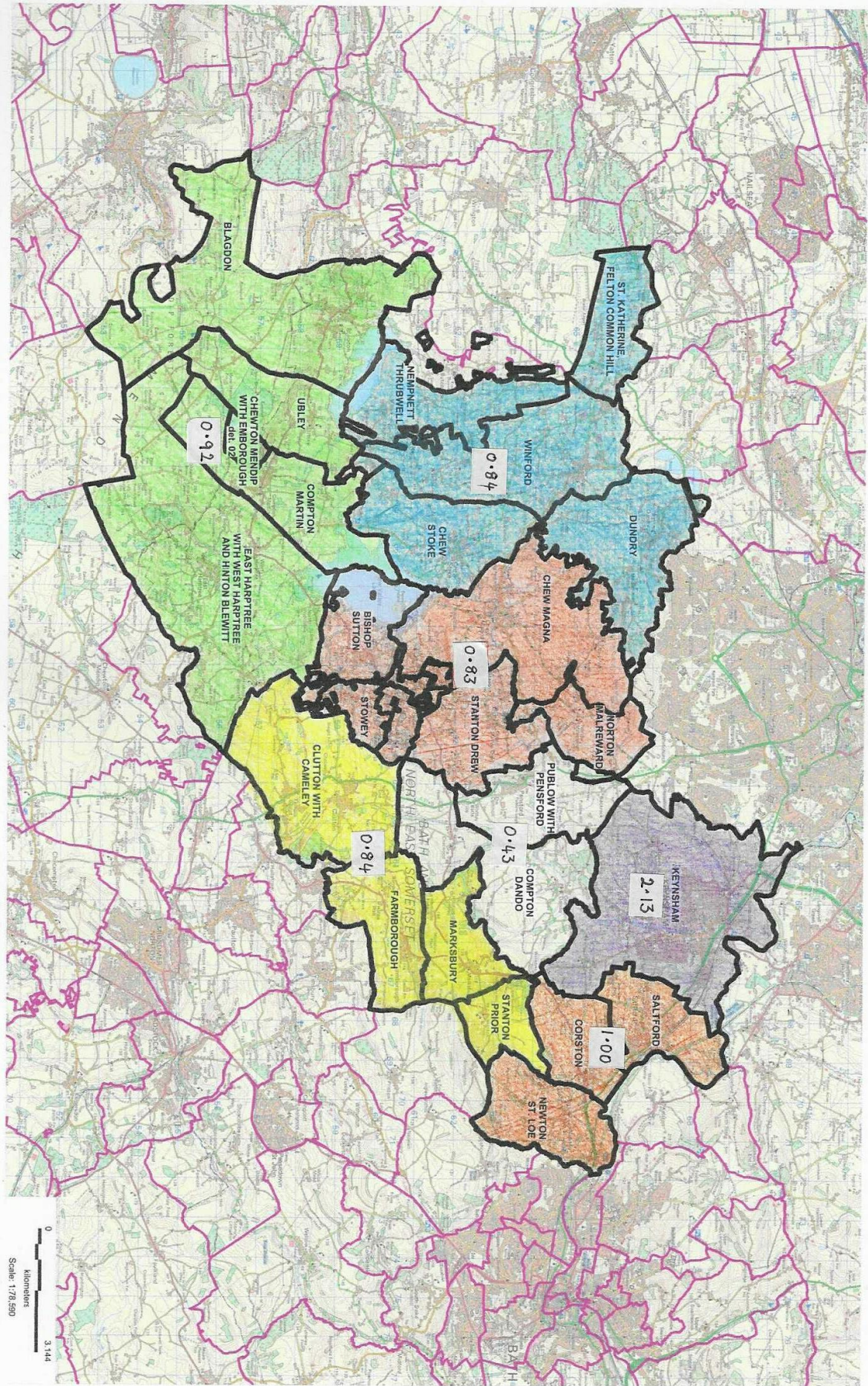
The third proposal envisages no loss of the pioneer role at Farmborough and all the deanery benefices are shown in the table below.

Option 3 – No change to Farmborough, Marksbury and Stanton Prior and the 50% Pioneer role

Change proposed	New Benefice	Number of parishes	Number of churches	New calculated stipendiary allocation	Allocation
Chew Valley East: To join with Bishop Sutton & Stowey	Chew Valley East: Chew Magna, Norton Malreward Dundry & Stanton Drew With Bishop Sutton & Stowey	6	6	0.96	1
Chew Valley West: To join with Blagdon, & Ubley	Chew Valley West: Chew Stoke, Nempnett Thrubwell, Winford with Regil & Felton Common Hill with Blagdon, & Ubley	5	8	1.15	1
Clutton with Cameley, to join with East with West Harpree & Hinton Blewett and Compton Martin	East with West Harpree & Hinton Blewett with Compton Martin and Clutton with Cameley	3	6	0.82	1
½ Farmborough, Marksbury & Stanton Prior (½ Pioneer) No change	Farmborough, Marksbury & Stanton Prior (½ Pioneer)	3	3	0.50	1
Keynsham Already lost one post	Keynsham	1	4	2.13	2
Saltford with Corston & Newton St Loe No change	Saltford with Corston & Newton St Loe	3	3	1.01	1
Publow with Pensford, Compton Dando & Chelwood No change	Publow with Pensford, Compton Dando & Chelwood	2	2	0.43	(HfD) + 0.2
Total		23	32	7	7.2

This is a map of the prospective benefices as outlined in the main proposal:

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Chew Magna Deanery Parishes