

RICHMOND AND BARNES DEANERY SYNOD

Monday 8th 2018 – 7.30 pm

at ST. ANNE'S, KEW

MINUTES

- 1 Welcome to Rev Simon Coupland, St Richard's Ham and Rev Dan West, Holy Trinity Richmond.
- 2 Welcome to St Anne's from Rev Nigel Worn, who read Matthew 7.24-27, followed with silent prayer
- 3 The strategic objectives of Southwark Diocese and the role of Deaneries in these. Discussion lead by Ruth Martin, chief executive officer Diocese of Southwark, also a Lay Reader in the Richmond Team Ministry.

Ruth has been the Diocesan Secretary since 2015, arriving from a City background. The diocese had had financial difficulties, losing hope and with initiative stifled. It needed a greater sense of where it was going and how it could get there. An initial period of recalibration was needed to ensure sufficient financial resilience, developing a culture of "servant leadership" at Trinity House (the main office for the diocese). The purpose of the central function is to Lead, Enable, Serve the parishes.

Deaneries have not be well developed across the diocese though some good work has been carried out, eg in Kingston developing clear and speedy access for the arrangement of funerals. The hope is to link the role of deaneries with the diocese's aspirations set out in the Southwark vision, which carries through to 2025.

Southwark is a vastly diverse diocese, with areas of huge affluence and deep poverty. From the poorest areas there are messages of success which can point a way forward to those parishes with greater material wealth, eg a church with 40 unaccompanied children seeking to make their lives meaningful.

Another facet of Southwark's diversity is the range of traditions – there is a challenge for all churches to speak well of one another and all individuals to withstand rebuffs (Ruth mentioned the still persistent brushing off of women in some places).

Within Southwark, Richmond & Barnes deanery has the greatest material wealth, but shares with all others the impacts of stress, tragedy, drugs.

The diocese' objective for growth is about the depth of spirituality, with people engaged and informed, as well as simple numbers. The objectives of the diocese are:

- Grow weekly attendance by 5% by 2025
- Increase the number of worshipping communities
- Increase the financial resource base in order to be able to invest in growth, eg as large housing developments occur.
- Grow lay and ordained vocations by 50%
- Grow leadership and representation to better reflect the diversity of the diocese.

Southwark has been successful in increasing the number of ordinations, it has also provided the first 3 black bishops in the C of E, as well as having an ordained body which well represents its communities (30% of the Southwark population is from black and ethnic minority backgrounds).

Lay leadership has been less developed. There is a multitude of lay vocational roles to be celebrated.

Resources, either in time or money, are gathered through the principle of informed generosity. Recent years have seen a 6% decrease in attendance, with a knock on effect on income. The diocese is overdependent on the giving of 20 parishes (6 of these are in Richmond & Barnes). The giving of the most generous parish (not in R&B) covers the costs of the 30 poorest parishes. We should reflect prayerfully on that. Taken as a whole R&B more than covers its ministry costs – thank you.

Illustrating the impact of the change in approach, on the property side large vicarages are being split to provide both a vicarage and housing for curates/youth workers.

A question was posed as to whether a twinning approach for parishes might encourage greater generosity. Simon Coupland pointed out that a project to do this does exist but it has been difficult to find matches. These require good transport links as well as common engagement from the respective vicars and congregations.

Groups discussed the objectives, making the following points:

Growing the numbers through the doors:

- Develop the ministry of welcome
- In R&B engage intellectually, offer a grown-up theology to those views of faith were formed in childhood.

Growing the ordained ministry:

- Inevitably a gradual process, brochures are needed and a point of contact in local churches

Increased financial giving:

- Encourage legacies, offer a free Will writing scheme
- Would greater transparency within the deanery encourage or hinder greater giving? Ruth pointed out that Southwark's policy is that deaneries should share information on parish donations to the Parish Support Fund. [Which is also available on the Charity Commission website]

Representative leadership:

- Bring the diversity of the workplace into the church environment. The laity are an unknown and underused resource. Ruth referenced national initiatives which provide resources to encourage this, eg
 - "This time tomorrow" <https://www.london.anglican.org/articles/this-sunday-ask-where-will-you-be-this-time-tomorrow/>
 - "Setting God's people free forMonday to Saturday..." <https://www.churchofengland.org/mondaytosaturday>
- St Mary's, Barnes is a pilot parish for "lay leadership". There is a concern that the expression is itself off-putting. Some diocese use "ambassador for Christ" instead.
- Ruth emphasized that encouraging the laity is about equipping the whole people of God, not a competition with the clergy. Southwark is appointing a lay leadership adviser.
- In the week of the anniversary of the death of Trevor Patterson, we were reminded how he encouraged all to give – in skill and money. One method was to delineate every single task needed to run the parish which made it very clear that everyone had gifts which could be used.

4 Minutes of meeting of 8th May 2018 were accepted.

5 Glass Door – Neil Summers set out steps for 2018/19, building on the successful 2017/18 season and supported by the council:

- 2018/19 will cover a longer period, 8 November 2018 to 6 April 2019 so many more volunteers will be needed, particularly from parishes which are not providing facilities.
- Practical goods are also needed: socks, new underwear, gloves etc
- Flyers encouraging donations of time and goods are available and should be distributed widely to congregations.

6 Diocesan Synod Election July 2018. 3 people were nominated for the 4 lay places (Charles Stiller, Jonathan Turley and Marian Mollett) a 1 of 3

clergy places was filled, however Adam Rylett has now moved from the deanery so 3 clergy places remain. A bye-election to fill the lay and clergy places will be run later this year.

- 7 Parish Support Fund. As Ruth Martin pointed out, this deanery's pledge is vital for the diocese. All the parishes have now responded: none have decreased, 4 have remained the same and all the others have increased so that the overall pledge from the deanery has gone up by £33,000 or 2.6%. This represents an additional 40% of a priest for a less well off part of the diocese.
- 8 Area Dean's Notices. The contribution was acknowledged of the following clergy who have left or are relinquishing their roles: Richard Sewell, Adam Rylett, Alwyn Webb, Gareth Davie, Alan Sykes, David Thomas.
- 9 AOB: Charles Stiller, Richmond Team Ministry, proposed a deanery evensong in Autumn 2019 at St Mary Magdalene, Richmond (celebrating 800 years in 2019) with the participation of choirs and congregations from across the deanery. This was well received and a more detailed proposal will be developed.
- 10 Closing Prayer

The next meetings of the Deanery Synod will be on

Tuesday 22nd January 2019, St Richard's, Ham

Wednesday 5th June 2019, All Saints, East Sheen

Monday 7th October 2019, St Mary Magdalene, Richmond