



THE ARCHDEACON OF THE EAST RIDING

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To: Rural Deans, Lay Chairs & Deanery Secretaries

Dear Colleagues

Deaneries in York Diocese:

“A local network of churches, inspiring, influencing and leading mission and ministry”

The recent Diocesan Synod unanimously supported the introduction of the proposals within the Developing Our Deaneries Report and the accompanying Deanery Standing Orders. I am getting in touch to inform you of this and to give you as much information as possible at this stage. Please forward this to other members of the Deanery Standing Committee and to anyone else in your deanery who you think may benefit from the information.

1. A Date for the introduction of these changes

The changes outlined in the Report, and enabled by the new Standing Orders, will come into effect from 1 May 2017. It is at this point that the changes in the titles of Area Dean and Lay Dean will come into effect. There are no plans to formally re-commission the Area Deans.

2. Documentation

Accompanying this letter is a copy of the Full Report and the Standing Orders. We are aware that both are quite long and this was intentional in that we wanted the Report to act as ‘manual’ for the early stages of these changes.

A condensed report is being created which can be circulated to Synod members and PCCs. This will be available nearer 1 May. Similarly, a ‘Welcome to your Deanery’ booklet, especially for new Synod members, which explains the nature of deanery life will be available for early May.

3. The Changes – in ethos

In my address at Diocesan Synod I stressed the importance of ensuring that the changes in structures are accompanied by a change in culture and ethos within our deaneries. This will be realised in different ways in different deaneries and I would encourage everyone to spend some time reflecting on how this can best occur where you are. The following may be worth reflecting on:

- What needs to change to ensure the vision of deaneries as ‘A local network of churches, inspiring, influencing and leading mission and ministry’ drives forward our deanery life?
- How should a Deanery Leadership Team operate differently from a Standing Committee?
- If the Deanery Synod exists primarily to enable the vision to be fulfilled, what changes need to occur to the life of our Synod?

This is a moment for change. I encourage you to reflect prayerfully and in a faith-filled manner. It might be that the change needs to be radical and significant. It is an opportunity to imagine the Leadership Team and Deanery Synod as a blank sheet of paper – there is no need to be held by anything that has gone before. Clearly, radical change needs careful explanation and enabling but let's not be afraid of this if it is what is needed in your deanery.

4. The Changes – in deanery frameworks

The report sets these out in detail on pages 9 – 15. I simply wish to pass on a few comments:

- **Deanery Leadership Team** – the report sets out the 6 required roles, all of which should be in place by the end of the first Deanery Synod of the new triennium. Please note that the number of elected posts is different to before. The Report sets out how the co-opted posts can be filled. It is our recommendation that deaneries avoid filling all of these posts, both to avoid the Team becoming too large and also to allow scope for co-opting members at a later point. One consequence of this is that not all of the present Standing Committee members are likely to be on the Leadership Team. While some individuals might be disappointed, it is hoped that this will enable some new faces to become part of the Teams.
- **Area Deans and Lay Deans** – there is a high expectation of a growth in collaborative leadership between these two roles, possibly with an Assistant Area Dean also, if appointed. It is our hope that leadership will be genuinely shared and that any of these roles can stand in for the other at events and meetings. This will need discussing between those in these roles; can I encourage you to ensure that such a conversation does happen.
- **Lay Deans** – I wish to highlight a significant change in the Standing Orders, that the Lay Deans will now be elected for five years, to mirror the appointment of Area Deans. Obviously, this does not fit neatly into the present pattern of triennium elections to Deanery Synod, and it is understood that a Lay Dean could step down from the role at any point.

5. Training and Support

I trust that you have the dates for the two training events for Area Deans and Lay Deans in your archdeaconry, if not please do be in touch. Alongside this, a Deanery Development Group, which I have been asked to lead, is to be established to monitor and reflect on the changes, offer support and identify ongoing training needs, and to share good practice and encouragements.

6. New Resources

An additional £20,000 has been added to the Archbishop's Mission Fund, specifically for deanery initiatives; this can be applied for in the usual way. In addition, up to £1,000 is available for each deanery to fund administrative support for the Deanery and/or Area Dean. Again, by early May further details and guidelines on how to apply for this will be available.

7. Service of Celebration for the Deaneries : York Minster

The Archbishop will be leading a Service at York Minster on Saturday 23 September, at 5.15pm, to mark these changes and to pray, especially, for the Lay and Area Deans. All will be welcome and it is hoped that every deanery will be represented.

I hope that you share in the sense of excitement and opportunity for how God can use are renewed deaneries. It is recognised that we all start from different positions and that the capacity deaneries have to respond to these changes will vary. It is important that each deanery moves at its own pace, inhabiting these changes appropriately to their context. I trust, though, that we will all be encouraged as we see God at work amongst us.

If this prompts any questions, please be in touch.

Yours,

Andy Broom