

Bruton and Cary Deanery

**Criteria, Timescales
and Feedback for
the Deployment
of Stipendiary
Clergy Posts**



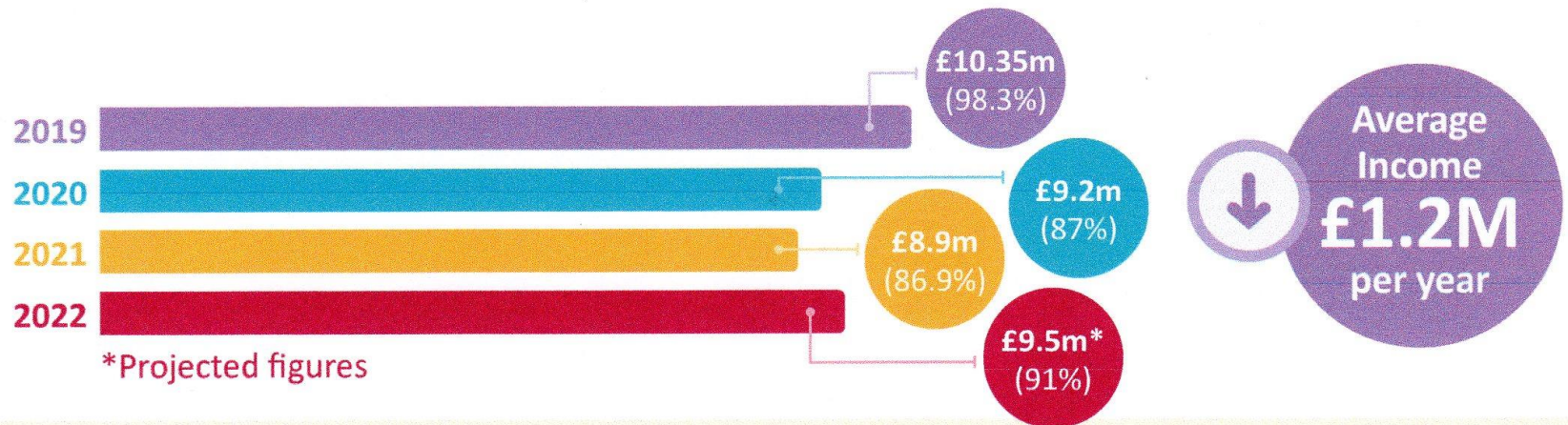
Financial Background

Tackling our financial challenges



How things stand

The Covid pandemic has greatly impacted our parishes and Parish Share collection rate for our Common Fund has gone down.



Reduction in stipendiary clergy & curates

- Gradual reduction in stipendiary clergy over five years from 178 to 150.
- Reduction in stipendiary curates from 9 to 7.
- To date Bath and Wells is one of the dioceses who have made the least adjustment to the number of clergy and curates it funds.



Enabling ministries



There is an increased focus on enabling the bubbling up of a range of ministries and releasing the gifts of all people.

Effective property/land management

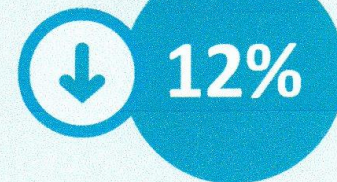


Reducing the number of clergy houses from 252 to 220.



Making our assets work for us and exploring locally appropriate development opportunities.

Support Services staff cost



The reshaping of the Support Services saw a 12% reduction in salary costs. The team now has a greater focus on deanery and parish support.

Deployment of Stipendiary Clergy

2004 Allocation Formula

50% Church Membership + 35% Population +
15% Number of Churches

Result: Bruton & Cary reduced from
10 to 8.5 stipendiary posts

2022 Allocation Formula

45% Regular Worshippers + 30% Population +
15% Number of Churches + 10% Deprivation

Deployment of Stipendiary Clergy

Wells Archdeaconry:

	Current	Proposed	Reduction	% Reduction
Axbridge	9	7	-2	-22 ⁰ %
Bruton & Cary	8.5	7	-1.5	-18%
Frome	7	6	-1	-14 ⁰ %
Glastonbury	6.5	5	-1.5	-23 ⁰ %
Ivelchester	7.5	5	-2.5	-33 ⁰ %
Yeovil	8.5	8	-0.5	-6%
Shepton Mallet	5.5	5.5	0	0%
Total	52.5	43.5	-9	-17 ⁰ %

Bruton and Cary Deanery

- From 8½ Stipendiary Posts
- Plus 1 HfD Post
- To 7 Stipendiary Posts
- Looking at options in March Synod



Criteria for Deployment of Stipendiary Clergy

2022 Deanery Allocation Formula

45% Regular Worshipers + 30% Population +
15% Number of Churches + 10% Deprivation

Congregation Size (Regular Worshipers) and Population

- Significant factors in clergy workload
- Much ministry depends on size of congregations and communities
- Other suggested criteria dependent on these
- Note figures in the example need updating

Number of Churches and Chapels

- The number of parish churches in a benefice each with its own PCC, services etc is a significant factor
- 42 parish churches and 8 chapels
- Chapels don't have PCCs and tend to have fewer services and events
- Suggested counting chapels as half a parish church

Deprivation

- Intended to ensure Magnificat Parishes are supported (Magnificat Parish = area of high deprivation)
- No Magnificat Parishes in the Deanery
- In a rural context deprivation is spread across parishes
- Not a useful criterion to use
- Our larger communities may have more deprivation – can be reflected in weighting for population

Church Schools & Other Schools

- Church Schools generate additional workload for clergy with the expectation to join governing bodies and conduct worship, etc
- Other schools - less expectation on clergy
- 9 Church Schools in Deanery (Appendix II)
- Consider a church school equivalent to an extra parish church
- Additional Category with lower weighting to reflect the low number of church schools

Baptisms, Weddings and Funerals

- An important factor
- But generally related to congregation and community size
- An exception in North Cadbury where there is a wedding venue generation 15-20 extra church weddings a year
- This can be reflected by adding the equivalent of an extra parish church or church school to North Cadbury

Parish Share

- Currently based on Regular Worshipers
- So doesn't need to be a separate criterion
- However, Parish Share is being reviewed
- And each benefice may be asked to pay the cost of its clergy
- Clergy currently cost £53,116 a year
- Need to bear in mind a benefice's ability to cover the cost of their clergy

Criteria for Deployment of Stipendiary Clergy

Recommended Criteria and Weighting

46% Regular Worshippers + 36% Population +
15% Number of Churches + 3% Church Schools

Example - Alham Vale

Suggested Criteria

Pastoral Reorganisation 2022 - Figures for Bruton & Cary

Pastoral Reorganisation 2022 - Figures for Bruton & Cary								
Regular Worshippers 46 %			Population 36 %			Number of Churches 15 %		
Parish	Regular Worshippers (2020)	Population (2011/20 Estimates)	Number of Churches	Number of Church Schools & Wedding Venues	Fraction of 8.5 Posts	Fraction of 7 Posts	2022 Parish Share	
Milton Clevedon	11.00	89	1		0.089	0.073	£6,339	
Upton Noble	8.00	128	1	1	0.104	0.085	£4,428	
Batcombe	18.00	439	1		0.156	0.129	£12,119	
Lamyatt	10.00	183	1		0.093	0.077	£5,225	
Evercreech	85.00	2,334	1.5	1	0.699	0.575	£46,483	
Benefice Total	132.00	3,173	5.5	2	1.140	0.939	£74,594	

Example - Alham Vale

97% Regular Worshippers

Pastoral Reorganisation 2022 - Figures for Bruton & Cary

Regular Worshippers		97 %	Population		1 %	Number of Churches		1 %	No of Church Schools		1 %	
Parish	Regular Worshippers (2020)		Population (2011/20 Estimates)		Number of Churches	Number of Church Schools & Wedding Venues		Fraction of 8.5 Posts	Fraction of 7 Posts		2022 Parish Share	
Milton Clevedon	11.00		89		1			0.112	0.092		£6,339	
Upton Noble	8.00		128		1	1		0.091	0.075		£4,428	
Batcombe	18.00		439		1			0.183	0.151		£12,119	
Lamyatt	10.00		183		1			0.102	0.084		£5,225	
Evercreech	85.00		2,334		1.5	1		0.868	0.715		£46,483	
Benefice Total	132.00		3,173		5.5	2		1.357	1.117		£74,594	

Example - Alham Vale

97% Population

Pastoral Reorganisation 2022 - Figures for Bruton & Cary

Pastoral Reorganisation 2022 - Figures for Bruton & Cary																								
	Regular Worshippers			1	%		Population			97	%		Number of Churches			1	%		No of Church Schools			1	%	
	Parish				Regular Worshippers (2020)		Population (2011/20 Estimates)				Number of Churches		Number of Church Schools & Wedding Venues				Fraction of 8.5 Posts		Fraction of 7 Posts				2022 Parish Share	
	Milton Clevedon				11.00		89				1						0.026		0.022				£6,339	
	Upton Noble				8.00		128				1		1				0.045		0.037				£4,428	
	Batcombe				18.00		439				1						0.119		0.098				£12,119	
	Lamyatt				10.00		183				1						0.051		0.042				£5,225	
	Evercreech				85.00		2,334				1.5		1				0.635		0.523				£46,483	
	Benefice Total				132.00		3,173				5.5		2				0.877		0.723				£74,594	

Example - Alham Vale

97% Number of Churches

Pastoral Reorganisation 2022 - Figures for Bruton & Cary									
Regular Worshippers 1 %			Population 1 %			Number of Churches 97 %		No of Church Schools 1 %	
Parish		Regular Worshippers (2020)	Population (2011/20 Estimates)		Number of Churches		Fraction of 8.5 Posts	Fraction of 7 Posts	2022 Parish Share
Milton Clevedon		11.00	89	1			0.181	0.149	£6,339
Upton Noble		8.00	128	1	1		0.189	0.156	£4,428
Batcombe		18.00	439	1			0.182	0.150	£12,119
Lamyatt		10.00	183	1			0.181	0.149	£5,225
Evercreech		85.00	2,334	1.5	1		0.292	0.241	£46,483
Benefice Total		132.00	3,173	5.5	2		1.025	0.844	£74,594

Timetable for Pastoral Reorganisation Plan

➤ November Deanery Synod

November 10th. Formula for the criteria to be presented to Synod for explanation and confirmation.

➤ November - January

Deanery Leadership Team to consider all possible options for pastoral reorganisation in light of the agreed criteria.

➤ January - March

Deanery Leadership Team to consult with Clergy Chapter and DMPG (meeting late February/early March) on all viable options for pastoral reorganisation.

➤ March Deanery Synod

Mid-late March. Options for pastoral reorganisation presented to Deanery Synod for explanation, consideration and feedback.

➤ April - May

Consultations with parishes on the options to take place. This allows for discussions at APCMs. **Note:** APCMs will also be electing new Synod representatives.

➤ June

Deanery Leadership Team in consultation with Clergy Chapter and DMPG (meeting mid June) to consider feedback from Synod and parishes and whether any changes to proposed options required.

➤ July Deanery Synod

Early July. Final recommendation for pastoral reorganisation presented to Deanery Synod for explanation, consideration and feedback. **Note:** this will be a newly elected Synod and will elect a new DMPG at this meeting.

➤ Bruton & Cary DMPG

The new DMPG meets to recommend a proposal for pastoral reorganisation to the Wells Archdeaconry and Mission Group (AMPG).

➤ Wells AMPG

The Wells AMPG meets to consider proposals for pastoral reorganisation.

AMPG consider any objections and carries out further consultation where necessary. Where objections are resolved, the Bishop is asked to sign draft proposals, or made aware of any unresolved objections. Draft proposal sent to the Church Commissioners to prepare and publish the draft Scheme/Order.



TIME: approximately 6-8 weeks

Consultation on
draft scheme

All churches have to put up a church door notice and the draft Scheme/Order has to be available for public to see on 3 consecutive Sundays (5 Sundays allowed for this process)



TIME: At least 6 weeks

If no objections are made to the Church Commissioners, the scheme is made and comes into effect. Any objections received by the Commissioners are referred back to the Bishop's Council/AMPG for further consideration.

Further information and support:
Assistant Diocesan Secretary Peter Evans
E: peter.evans@bathwells.anglican.org

¹⁵ For full information of the process and legalities see [here](#)

Deployment of Stipendiary Clergy

Any Questions



Refreshments

