

Bruton & Cary Deanery



**Minutes of the Meeting of Bruton and Cary Deanery Synod
held at North Barrow Village Hall on Thursday 10th November 2022 at 7.30 pm**

Present:

Revd Kevin Rogers	Area Dean
Dr Rob Sage	Lay Dean
Revd Tristram Rae Smith	Assistant Area Dean
Mr Jeremy Pratt	Deputy Lay Dean and Secretary
Other Members of House of Clergy	3
Other Members of House of Laity	19
Revd Jill Perrett	Deanery Accompanier
Wendy Hester	Schools Chaplain
Lyn Morgan	Minutes
Other PTO Clergy	2
Other Readers	3
Other Guests	8

Apologies for absence were received from: Jen Richards, Revd Diane Barrett, Penny Ashton, Nigel Chambers, Revd Frank Wright, Lynda Payne, Helen Corney, Liz Henderson, Christy Casley, Canon Brian McConnell, Camilla Graham, Sue Deyes, Revd Helen Drever, John Deverell, Anne Sear, Eric Deyes, Preb Mike Vockins, Sue Kellagher and Revd Alison Way.

- Opening Worship** was led by Castle Cary and Ansford. The Bible reading was from Chp 5 Matthew's Gospel.
- Previous Minutes.** The minutes of the meeting held on Saturday 3rd September 2022 were approved.
- Criteria, Timescales and Feedback for Stipendiary Clergy Posts.** Rob Sage provided background on what was discussed at the previous meeting held on 3rd September 2022. He further advised on the Diocese finances being at a deficit of £1.2 million post covid, and with an expected £1.7 million deficit next year. It is hoped that the Parish Share will recover, and the Diocese have saved £225,000 through support staff cuts at Flourish House and there have been a reduction in housing and curates. However, 75% of expenditure goes on clergy and therefore the only realistic way to save money is to reduce the number of stipendiary clergy.

Rob Sage explained the Allocation Formula on how a reduction of 1 1/2 posts from 8 1/2 to 7 will be considered. In March 2023 the Deanery Synod will look at options on how to reduce posts. A recommendation would need to be made on the future of the House for Duty (HfD) post at Six Pilgrims. Six Pilgrims could join with Castle Cary as one Benefice **OR** remain as is. The 1/2 post could be saved by joining Charlton Musgrove, Cucklington, and Stoke Trister to the Benefice of Wincanton or splitting these parishes between Wincanton and Bruton **OR** by making another post in the deanery a 1/2 post. The full post could be saved by sharing the Camelot Parishes out around the neighbouring benefices or by creating two benefices out of three either to the north or the south of the Camelot Parishes.

Over the next coming months, the Deanery Leadership Team (DLT) will be looking at all options, however whatever is decided is likely to have an impact on almost all parishes in the Deanery. The 2022 Deanery Allocation Formula used by the Diocese consisted of: 45% Regular Worshippers + 30% Population + 15% Number of Churches + 10% Deprivation.

After consultations at the September Deanery Synod and with Clergy Chapter and DMPG the following were felt to be significant factors:

Congregation Size (Regular Worshippers) and Population

Significant factors in clergy workload.

Much ministry depends on size of congregations and communities.

Number of Churches and Chapels

The number of parish churches in a benefice each with its own PCC, services etc is a significant factor.

There is currently 42 parish churches and 8 chapels within the Bruton & Cary Deanery.

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.

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.

Consider a church school equivalent to an extra parish church.

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 generating 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 Worshippers 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 and therefore need to bear in mind a benefice's ability to cover the cost of their clergy.

Rob Sage advised that the recommended criteria and weighting of Deployment of Stipendiary Clergy is as follows:

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

An example of the usage of this criterion was provided as follows:

Example – Alham Vale - Suggested Criteria

Pastoral Reorganisation 2022 - Figures for Bruton & Cary							
Regular Worshippers 46 %		Population 36 %		Number of Churches 15 %		No of Church Schools 3 %	
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

A timetable for the Pastoral reorganisation was provided as follows:

November Deanery Synod	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	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	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.

Question & Answer Session

Question: Are Patrons consulted?

Answer: Yes at the formal consultations by the Church Commissioners.

Question: It is 19 months since Six Pilgrims have had an HfD incumbent. 16 months ago there was a pause on recruitment. Six Pilgrims explained they were advised by Archdeacon Anne that there were no plans to split up Six Pilgrims. They took the initiative to advertise the post of HfD and have 4 potential candidates. Six Pilgrims have petitioned the new Bishop who advised them to bring this issue to the Deanery Synod meeting. They have not had a stipendiary priest for 30 years and feel the cost of the HFD post would be met by their Parish Share payments. Six Pilgrims feel that this meeting is the first time they have heard about the possible reorganisation for their church. Is there any indication as to when Six Pilgrims will be told if they can recruit to the HFD post?

Answer: Rob Sage advised that it would be all discussed as part of the reorganisation. Rob Sage further advised that he was involved at the last appointment of HfD for Six Pilgrims and it was declared then that this would be the last HfD incumbent.

Question: Why has the Diocese decided not to fill HfD posts as this seems to be cost effective?

Answer: Houses are a cost factor and therefore a limit has to be placed on number of houses to be retained.

Question: Will the Benefices be liable to pay for their Clergy?

Answer: An option being looked at for the future of Parish Share is that benefice may be asked to meet the cost of their Clergy, currently estimated as £53,000.00.

Question: With all the cuts has the fact of extra duties on Church Wardens been taken into consideration?

Answer: The diocese are looking at Shared Local Ministry, identifying people's gifts to help undertake roles within the church alongside ordained persons.

4. **Refreshments.** A thank you to Cam Vale and Jane Jeanes for the serving of refreshments.

5. How can we support our communities this winter?

Julie Neupane provided a talk on how she brought forward a proposal with St Nicholas PCC for a Community Fridge/Larder for the village of Henstridge. Successfully obtaining a £1,000 grant a fridge was purchased and placed in the church. Inspected and approved by the Local Authority the Community Fridge/Larder is now open 7 days a week (apart from when church services are being held). Surplus food is obtained from the local Co-op to stock the fridge and larder. The Community Fridge/Larder is advertised within the community as “Helping to reduce Waste” and is being used well within the community.

Should people wish to contact Julie Neupane regarding information about setting up a community fridge can obtain her contact details through Jeremy Pratt.

The members of the meeting thanked Julie and praised her on her achievements on supporting the community.

Russell Hamblin-Boone advised that community members had got together in Templecombe and a community fridge is now in use and situated in the church. He felt it is important to emphasize that all can get involved, it is not church led, it is the community who lead it and the church provided the space.

Templecombe village also provides ‘Community lunches’ which is a free lunch held on certain Saturdays for the community.

Queen Camel shared that they have a community area in the village which is about to open a ‘Warm Space’ 5 days a week.

Some communities shared that they are providing slow cookers to those who use the food banks to provide support in the current circumstances.

6. Area Dean’s Notices.

Revd Rona Stuart-Bourne licensing to the Benefice of Milborne Port with Goathill and Charlton Horethorne with Stowell on 29 November 2022 at 7pm.

National Deaneries Network - National Deaneries Conference 2023, 19 – 21 May 2023 (see email sent by Jeremy Pratt or <https://www.nationaldeaneries.net> for further info).

Diocese – Finance Conversations – Join in.

Jeremy Pratt will send update on future meetings – please build into your church diaries [Post Meeting Note: The Deanery Synod meeting scheduled for Thursday 2nd November 2023 has been brought forward to Thursday 19th October 2023 to avoid clashing with All Souls Day services].

7. Closing Prayers.

Next Deanery Synod Meeting – Tuesday 21st March 2023 at 7.30 pm. Venue to be arranged.