

NORTHERN SYNOD

DEPLOYMENT AND MANSES

OCTOBER 2011

Deployment in Northern Synod 2011-2015

Introduction: This paper is an update from that presented to Synod at the March 2010 meeting. It is good that the Assembly-given target for the Northern Synod's fair share of deployed ministers of Word and Sacrament is now almost achieved. Several Mission Partnerships have prayed, discussed and discerned how they might best use the stipendiary ministerial resource that is available to them and considered where and which manses may best suit the ministry and mission of the churches in the pastorate/Mission Partnership to good effect. Three Mission Partnerships are now constituted as pastorates with team ministries. This indicates progress made in implementing the Synod deployment guidelines; although this way would not be applicable everywhere. <http://www.urch-northernsynod.org> (Pastoral Section of Members' area: user name: synod, password: calvin).

Pastoral Representatives' Committee recommends all Mission Partnerships consider use of their people resources including ministers more flexibly and in line with folks' gifts and the God-given vision. Please invite folk from another Mission Partnership / church that has explored a possibility that is also speaking to your context to share their experience. Please ask the Synod where and who might be a helpful contact.

Collaborative and team ministry: To help implement the deployment guidelines the Synod is encouraging an exploration of collaborative ministry through a day that is being held on 9 November 2011 at St James's, Newcastle led by Revd Dr Jack Dyce and Revd Jan Adamson of the Scottish Synod and College. This will be followed by a Northern Synod Ministers' Summer School at Windermere Monday 25 – Thursday 28 June 2012. The hope is that ministers (retired and serving) and key leaders - lay preachers, elders/church secretaries will attend so that we can learn more about what it is to work together to support local churches in being effective and faithful as Christ's body in their context. Please identify folk who might helpfully attend these (stand alone but linked events) and encourage them to put the dates in their diary now. This will be subsidised by the Synod.

Vision 2020 and Local Mission and Ministry Review (LMMR). As local churches agree Mission Priorities / Pledges possibly using Vision 2020 it is hoped that they will consider the people and other resources (e.g. Mission 4 Life Grant) needed to fulfil these; including ordained ministers' gifts and time. LMMR as it is rolled out in the Synod will support this process. For we are 'called to be God's people, transformed by the gospel, making a difference in God's world'.

Mission and Ministry Fund (M&M): There is a financial aspect to this. God is bountiful and while being wise stewards of the resources we have inherited we also need to trust in God's provision for Christ's continuing mission through us. M&M for various reasons is struggling to make ends meet; a) the global economic position leading to pension schemes (including the URC one) having a larger deficit than anticipated, b) retired ministers' housing having to cope with large numbers of retirees plus c) inflation hitting travel and other costs. The URC Assembly budget has been frozen. This represents a cut in real spending in order to ensure stipendiary ministers in pastorates can be sustained. There has been costly giving on behalf of individuals but this is getting harder. It is only as the churches grow that it will be possible to fund more workers, apart from using sales of assets – the family silver. We are therefore called to creatively use resources including finance from many sources.

The points below give a narrative description of the deployment chart that follows:-

- 1) Unless there is renewal and growth, projected figures indicate that Northern Synod will need to reduce stipendiary ministry by one full time equivalent post per year for the foreseeable future. This is becoming impossible with our current model of one minister, one church – which gives a clear day-to-day pastoral relationship with a given congregation and community. Therefore Mission Partnerships are encouraged to consider what it would look like if there was one stipendiary minister of Word and Sacrament in the Mission Partnership. What might a team of unpaid / paid workers, for Sunday and mid-week worship, fresh expressions, children and youth ministry, with a clearly identified person in each locality e.g. church secretary, lay preacher, named minister, elder etc. look like?
- 2) The question always needs to be asked as to whether there are ecumenical possibilities in any locality that would better serve God's mission and stewardship of the people and other resources God has given us than simply thinking within the URC. Churches and Mission Partnerships are therefore encouraged to think of ecumenical options.
- 3) The Mission Partnerships, where possible changes in deployment in this next short-term period have been identified by Pastoral Group, are as follows:
 - a. North Northumberland: reduce to 1 FTSM plus a NSM at a retirement in April 2012.
 - b. Mid Northumberland: reduce to 2 FTSM plus a NSM in April 2011 following a retirement.
 - c. North Tyne: Churches in North Tyne will be covered by Methodist ministry from a retirement this year (2011).
 - d. Tees & Swale: in preparation for two FTSM retirements, one in 2012, one in 2013, a proposal to move to a five-church plus Keld Resource Centre 2 FTSM pastorate is currently being worked towards.
 - e. Newcastle East and Coast: Following a retirement from St George's URC in 2012, a shared post with St Cuthbert's LEP and the Methodist circuit is being tentatively explored. This will not impact on deployment numbers.
 - f. Sunderland and South Tyneside: following a retirement in 2012 and one in 2014 how can this Mission Partnership work with 2 FTSM?
- 4) In the medium-term the following Mission Partnerships in particular, but all MP's, are to consider how ministry may work with further reductions in SM.
 - a) Tyne Valley: How might this Mission Partnership work with 2 FTSM following a retirement in 2014 – as two pastorates or as a team across all the churches or in other ways?
 - b) Newcastle East and Coast: Anticipating a retirement in 2014 the coast churches of St Columba's, North Shields and St Andrew's, Monkseaton are currently considering what it might look like if they share one FTSM a reduction of 0.5. Are the boundaries of this MP appropriate?

- c) County Durham: Following a retirement in 2014 will this partnership be sustainable on 2 FTSM and ? 2 NSM and how might those ministers most effectively be deployed? Are there questions as to the boundaries of this MP?
 - d) Teesside SE: How will this MP be best served by 2 FTSM following an anticipated retirement in 2015? Are the boundaries of this MP appropriate?
- 5) Synod Posts: There are currently no Northern Synod ministerial posts that count for deployment purposes.
 - 6) SCM posts: Holy Island St Cuthbert's Centre Warden for 5 years from 2011. Newcastle Evangelist vacant 2011. There is potential for developing a further SCM post in the Synod – for example chaplaincy, community, fresh expressions or pioneer. There are also currently 2 CRCW's in the Synod and a third one would be possible to develop. MP's might like to consider these alternative forms of ministry that do not count on deployment for up to 3 in each Synod as part of the developing 'mixed economy' ministry team.
 - 7) Synod Youth and Children's Work Post: 2 days in Synod and 3 days in a locality. During the summer 2011 bids were invited for the 3 days a week part of this role whose salary will be met entirely by the Synod.

Abbreviations

FT SM	Full time stipendiary minister
NSM	Non stipendiary minister
CRCW	Church related community worker
CW	Community worker (minister of other tradition serving in this post)
M&M	Mission and Ministry Fund
MP	Mission Partnership
LEP	Local Ecumenical Partnership
SCM	Special Category Ministry (up to 3 in each synod for ministries outside scoping – for pioneer work, chaplaincy, Mission projects etc. 5 years + 5 years then should move into deployment or be self sustaining in others ways.)
Ret	Retirement of a SM in that year

Mission Partnership	2011	2012	2013	2014	2015	manses	future nos.
N Northumberland	1FT SM	1FT SM	1FT SM	1FT SM	1FT SM		
	.5 SM	ret					
	NSM	NSM	NSM	NSM	?NSM		
<i>Holy Island</i>	SCM	SCM	SCM	SCM	SCM		
Nos of deployed ministers	1.5	1	1	1	1	{ 4	3
Mid Northumberland							
	2 FT SM	2 FT SM	2 FT SM	2 FT SM	2 FT SM		
	.5 SM	ret					
	NSM	NSM	NSM	NSM	?NSM		
Nos of deployed ministers	2.5	2	2	2	2	{ 5	3
SE Northumberland Ecumenical Area							
	2 FT SM	2 FT SM	2 FT SM	2 FT SM	2 FT SM ret. 2016		
	NSM	?NSM	? NSM	?NSM	?NSM		
Nos of deployed ministers	2	2	2	2	2	SENEA - district decision	
Tyne Valley							
	2 FT SM	3 FT SM	3 FT SM	2 FT SM	2 FT SM		
	1 FT SM vacancy			ret. 2014	ret 2016		
	NSM	? NSM	?NSM				
Nos of deployed ministers	3	3	2	2	2	{ 3	3
North Tyne							
	1FT SM retires - becomes Meth						
Nos of deployed ministers	1	0	0	0	0	{ 0	0

Mission Partnership	2011	2012	2013	2014	2015	manses	future nos.
Newcastle North/Central							
	Trinity FT SM	1FT SM	1FT SM	1FT SM	1FT SM		
	Benton LEP+	1FT SM	retires	Meth			
	1FT SM	2x FT SM	2 x FT SM	2 x FT SM	2 x FT SM		
	1 FT SM vacancy						
	1 CW.	1 CW	1CW (post ends)				
<i>evangelist SCM</i>	?SCM	?SCM	?SCM	?SCM	?SCM		
	CRCW	CRCW	CRCW	CRCW	?		
Nos of deployed ministers	5	5	4	3	3	{ 6	6
Newcastle East/Coast							
	3 FT SM	3 FT SM: ret	3FT SM?vac	2FT SM: ret			
Nos of deployed ministers	3	3	3	2	2	{ 4	4
Gateshead							
	1 FT SM	1 FT SM	1 FT SM	1 FT SM	1 FT SM ret 16/17		
Nos of deployed ministers	1	1	1	1	1	{ 2	1
Sunderland & S Tyneside							
	3 FT SM	2 FT SM; ret	2 FT SM	2 FT SM ret	2 FT SM		
	3/5 CRCW	3/5 CRCW	3/5 CRCW	?CRCW			
Nos of deployed ministers	3	2	2	2	2	{ 6	4
County Durham							
	2 FT SM	2 FT SM	2 FT SM	2 FT SM ret	2 FT SM		
	2 NSM	2 NSM	2 NSM	? 1/2 NSM			
Nos of deployed ministers	2	2	2	2	2	{ 4	3
Tees & Swale							
	2 FT SM	2 FT SM: ret	2 FT SM: ret	2 FT SM	2 FT SM		
Nos of deployed ministers	2	2	2	2	2	{ 3	3

Mission Partnership	2011	2012	2013	2014	2015	manses	future nos.
Teesside South East							
Nos of deployed ministers	3 FT SM 3	3 FT SM 3	3 FT SM 3	3 FT SM 3	2 FT SM ret 2	{ 6	4
year end anticipated actual including vacancies	29	26	24	22	21		
year end target	24	24	23	22	21		
10% vacancy	2.5	2	2	2	2		
working figure	26.5	26	25	24	23		
manses 10 year projection to 2020						{ 43	34