

Draft East Grinstead Deanery Review Report

Our aims are intended to increase the confidence of those regular worshippers to “give a reason for the hope they have” and share their faith more effectively. *From Turner’s Hill report*

The Deanery, we hear from Bishop John, is the unit of the future. The Parish alone is too small, the Archdeaconry is too large.

What this draft report IS trying to do:

- It is working along the principles set up by the Deanery Synod
- It provides some of the headline responses from parishes undertaking the review process
- From the comments provided by parishes, to indicate some of the areas that the final report may make proposals on

What this draft report is NOT trying to do:

- Not trying to speak on issues not previously committed to the review group (eg the principle of 100% FMC, or how it is apportioned either between deaneries, or within this deanery)
- Not yet making recommendations and proposals

What sort of proposals will the Review Group be making?

It is the Review Group’s remit to collate the proposals coming up from the parishes, not to create proposals of its own. This interim report, and the time through the Summer allows parishes to crystallize any proposals they wish to have included (by 30 September please) in the Final Report. (The Review Facilitators may have discerned some proposals from the feedback from Parishes, and where possible these will be formulated into proposals.)

Participation in the Review Process

Parishes of *Cop*, *CD*, *Cow&Ham*, EG *StS*, EG *StM*, *FR*, *South* Crawley, *TH*, have all been involved in the Deanery Review Process.

The parishes of Crawley *StJ*, *Ifield*, *Worth*, wish not to participate, either at this time, or at all.

COMMENTS FROM PARISHES

Where an individual parish has identified something, it is identified as their comment; where there is more than one parish having commented on the same area, no particular attribution is made.

Mission

Things working well in parishes; good practise that can be shared:

- Visits to parishioners *Cow*
- Variation of services to attract variety of people - not all on church premises *Cow*
- Men’s Groups
- Ch’ums (mums/parents group) *CD*,
- ‘Small’ groups/congregations ‘is beautiful’ *Cow*
- Mums & Tots/PrayMates
- Village-based after-school club after previous Sunday School type groups came to an end. *TH*
- Priority - responding to those who are enquiring, and joining them on their journey of faith. *TH*
- Good, fruitful relations with local school
- Though school assemblies are not the gift of this priest, spending time with the staff weekly is valuable...*StM*
- Welcome should be noticeable
- Attractive music *TH*
- Coffee *in* church (rather than losing people on the way to the hall)
- Church ‘invigorated’ by lively ministry *FR*

- Parish news free to each home

Primary foci

Using our worship, organisations and the occasional offices to encourage others, especially young families, to acknowledge Jesus as Lord, and to feel welcome, and that they belong to our Church Community. *StS*

Identifying in each part of the parish areas of mission need and to address them accordingly. E.g. young single parents in Broadfield; older people in Tilgate (coffee shop) and Southgate (Luncheon Club); young families in Furnace Green (Holiday Club and Kids' Church). *South*

Things parishes want to start to do/address

- Age profile issues to be addressed (local population in comparison with church)
- "Growth from within" *Cow*
- Training for laity *FR*

'Outreach' - not really our phrase - 'accompanying' or 'bringing alongside' is more us *TH*

Ministry

Training

Ordinands on the go: *StM, StS, Cop, South*

Readers *FR, StSw, South*

Other Chatechists at *TH*

The parish's success in nurturing ordained and lay ministry is a cause for celebration *Cop*

There is much individual detail about individual parishes imaginative ministry of the laity.

"Mundane work should be done by the laity" (*the attribution has been lost...*) - should it be - what about the exciting?

Ecumenical

A number of very good local sharing partnerships and local fraternals exist.

Potential Areas for Co-operation

- Wedding prep/ *TH*
- Youth events/Youth Worker
- Administration *CD*
- Dream of a (shared?) youth worker *StS*

Sharing is OK, "so long as we do not lose control"

Rural Dean

- Floater to cover across deanery *Cow*
- Known across all the parishes (free to attend on Sundays...) *FR*
- More active Deanery Synod

Boundaries

- *Cow* happy with boundaries (school is in Hartfield)
- A view that the individual parishes should resist attempts to be linked to the town parishes. *CD*
- *TH* possibly redraw including Worth & Cowdray Arms; maybe West Hoathly; High Weald
- More compact Deaneries
- Chapel lane & Cop Chapel to Cop *CD*
- Take boundaries to M23 for *Cop*
- Rowfant House to *CD*? (but the Rowfant House family also built Cop)

- StStephen's Felbridge should logically become part of EG; tidy up around FR/Sharpthorne/West Hoathly; work with StM & Fel **StS**
- Half of Southgate is not actually in the Southgate parish **South**
- A reminder that united services across parish boundaries are rarely well supported. "Clergy and readers may travel, but congregations seldom do". **CD**
- Split the deanery Crawley/East Grinstead??
- Danger in Crawley breaking off from the Deanery **TH**

Teams

"We have a clear understanding of four worship centres, answerable to the PCC and each with its own vision, mission strategy, body of Elders aiding the Vicar, budget and treasurer... In contrast to other understandings of pastoral provision in Crawley, our expectation for each of the four clergymen in this team is to lead one of our four local churches in our parish. Key to its success are:

- A deep dependence on, and love for Jesus Christ.
- Good relationship-building skills, enabling and motivation all to give to church.
- Being a team-player.
- As heart for outreach." **South**

Money

FMC100% **Cop** - yes within 5, 87% in 2004

FMC100% **CD** - yes, probably in 5, but unsustainable 76% in 2004

FMC 100% - no. Poor reserves - gone within three years **Cow** 69/100% in 2004

FMC100% **FR** yes 99% in 2004

FMC100% **StS** yes 99% in 2004

90% in 5 years **TH**, aiming at 100%, 74% in 2004

FMC100% - **StM** - no; now reached the ceiling, 67% in 2004

FMC **South** 90% in 2004, confident of doing so

FMC **CrawStJ** 67% in 2004

FMC **Ifi** 108% in 2004

FMC **Worth** 69% in 2004

A couple of parishes have secular 'Friend's' groups which help with some of the structural/historical work to do with buildings.

"We would also like to mention a grave concern about the proposal to replace the current TFR system with one based on census information. As a parish with a high percentage of low-income earning areas (Broadfield, parts of Southgate West and Southgate, Tilgate) we would probably be asked for less; Worth would be required to pay a fortune. However, we find that comparatively low earners can be extraordinary givers. The issue is not how much we earn, but as 'Life Together' suggests, how much the love of God touches our hearts and therefore our wallets." **South**

Buildings

Generally reports about buildings are that they are in reasonable order, or repairs are in hand.

Three worship centres in the **StS** parish - is that too many for EG, with **StM** and Felbridge so close?

There is currently no thought to rationalise 3 church premises for a population of under 1,000 at **Cow**

Keeping the church open 24/7 has been a great success, with no real problems **Cop**

Major Building Plans in the Deanery

- St Andrew's Furnace Green, **South** - Roof etc
- **Cop** - Parish Centre
- **CD** - Parish Rooms

Anything else

- Our priest is a gift in the parish - an inspired leader (Save the blushes of at least one of our clergy...)
 - Licensed lay worker a huge asset
 - Faculty system needs simplifying **CD**
 - Communications fed down from centre to parishes
 - Unlike many churches surveyed for 'Life Together', we think that we have a long way to go to be good at welcoming visitors, tolerating children and having excellent sermons. We fear that the optimistic answers (on page 9 of 'Life Together') belie the work which every parish needs to invest in to improve in these foundational areas. **South**
 - A number of parishes have said something like 'Managing gentle decline, or Difficult to see the long-term future' unless, as **StM**'s commented, something radical were to happen.
 - In an attempt to reduce central costs, "inefficient systems and over staffing", we should consider reducing the number of bishops by one (a personal view) **CD**
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What happens next?

This information, plus some of the wider documentation and discussion, and a further meeting of the review assistants, will be used to formulate a set of proposals over the summer, and presented as part of the final report in the 18 November Deanery Synod

What will the final report look like?

- Introduction (including remit, and the discussion topics)
- Summary of the Responses from parishes to the discussion areas (ie not unlike an updated version of this document)
- Proposals
- Appendix to include:
 - Parish submissions (supplemented by Review assistants notes from visits, where there have been any)

Work still to do? Possible areas that proposals may be made around

- Apportionment of monies and responsibility in the deanery in the future
- 100% FMC ???
- Building sense of deanery, and sense of its purpose, at parish level, and at clergy chapter
- Make suggestions in relation to future staffing??
- Suggested parish boundary re-alignments for pastoral purposes
- Suggest possible inclusions of neighbouring parishes from other deaneries
- Potentially suggest splitting Crawley from the East Grinstead Deanery