**DIOCESE OF MONMOUTH**

**RESTRUCTURING DEANERIES – July 2022**

The Diocese of Monmouth is on track to reform into sixteen Ministry Areas by the beginning of 2023. Therefore, now is the right time to look at the rest of our Diocesan structure to make sure it best serves the vision of the Diocese moving forward. The first step is to look at how we shape our Deaneries. Once this is determined we can move on to look at the number and make up of our Diocesan Committees.

The Constitution of the Church in Wales currently requires a Diocese to be divided into Archdeaconries and Deaneries. We currently have three Archdeaconries with eight Deaneries between them. For quite a while the structure of the Deaneries has been difficult to maintain, and some would argue it has become a bureaucratic layer that has lost its purpose. The opportunity for clergy to gather in Deanery Chapters is still welcomed but the Deanery Conference is less successful as a means of supporting and enthusing God’s people.

As the Constitution still requires us to have Deaneries we have been looking at various options for how they might be reconfigured to support the Ministry Areas. We looked at the proposal put forward in Monmouth 2020 that there should be three Deaneries, each co-terminus with the three Archdeaconries. There was concern that this would create Deaneries that are too large and a proposal to merge Deaneries in two of the Archdeaconries was rejected by the Diocesan Conference in 2019.

Following consultation with the Ministry Area Leaders, we are now proposing that the Diocese of Monmouth follows the model adopted by the Dioceses of St Davids and St Asaph. This would involve making each of our Ministry Areas a Deanery, creating sixteen Deaneries. All of the Ministry Area Leaders would also become the Area Deans.

In order to simplify the governance structure of the Deanery it is proposed that the membership of the Deanery Conference be the same as the Ministry Area Council in each Ministry Area. The functions of the Deanery Conference are laid out in the Constitution of the Church in Wales and the detail of how it is elected and how it functions is contained in the Constitution of the Monmouth Diocesan Conference. If the motion to create sixteen Deaneries is passed there will be consequential amendments needed to this Constitution which are outlined in Appendix 1. A role description for Ministry Area Leader, incorporating the role of Area Dean, is included in Appendix 2.

There is a longstanding tradition of the Bishop, with members of her Staff Team, regularly meeting with Area Deans. This has recently become a meeting with all the Ministry Area Leaders and is a key means of consultation and communication across the Diocese. We will continue to use this meeting to ensure two-way communication between the Bishop’s Staff Team and the Ministry Areas.

If the new Deanery structure is adopted then there will not be any constitutional layer in between the Diocese and the Deanery/Ministry Area. In order to facilitate sharing between Ministry Areas and to create a wider platform from which to encourage the Ministry Areas and offer training, we would look to the model adopted by the Bangor Diocese of creating Archdeaconry Synods. This would not be a formal constitutional layer but a means for bringing together different groups in an Archdeaconry for mutual support and encouragement. It would include opportunities for clergy to gather as an Archdeaconry Chapter as well as meetings of, for example, Lay Co-chairs, Church Wardens and Treasurers. We would use the Synods to offer training in various aspects of our common life as well as giving spiritual and educational input. The Synods would also be a place for those outside of the Ministry Area structure to engage with the wider Diocese. This would include the Cathedral and those working in various Chaplaincies. This informal structure will be allowed to evolve as is most useful and appropriate.

When there is a vacancy in the role of Ministry Area Leader / Area Dean then, as now, the relevant Archdeacon will step in to offer leadership and guidance, working with the rest of the Ministry Team and the Ministry Area Council to ensure the continuing mission and ministry of the Ministry Area.

**Motion to go before the Diocesan Conference.**

This Conference agrees to the dissolving of all the current eight Deaneries and the creation of 16 Deaneries each with the same name and boundary as the 16 Ministry Areas in the Diocese.

In each Deanery the membership of the Deanery Conference shall be the same as the Ministry Area Council. The Conference agrees to any necessary amendments to the Constitution in order to facilitate this motion.

**APPENDIX 1**

*Amendments to the Diocesan Constitution*

**26 The Deanery Conference**

~~(a)~~  The members of the deanery conferences shall be the same as the Ministry Area Councils. ~~elected in accordance with the Constitution of the Church in Wales. (IV.B.4.1, IV.B.Regs.2.1)~~

~~(b)  In pursuance of Chapter IV.B Regs 2.1 of the Constitution of the Church in Wales, the number of lay persons to be elected by each parish or Rectorial Benefice shall be entitled to elect one lay representative to the deanery conference for every sixty or part of sixty regular worshippers for the previous year in the parish, or, if greater, for every sixty or part of sixty regular worshippers in each church which is a parish or Rectorial church or a church entitled to hold a congregational meeting pursuant to Section 10 of Chapter VI of the Constitution of the Church in Wales, to a maximum of five representatives.~~

~~(c)   The deanery conference may co-opt such number of licensed readers as it may determine.~~

1. ~~The number of clerical members shall not exceed the number of lay members, nor shall the number of co-opted members exceed the number of elected members.~~

**APPENDIX 2**

**Role Description – Ministry Area Leader**

Post: Ministry Area Leader and Area Dean

Purpose: To support the Bishop as Chief Shepherd, Pastor and Minister of the Diocese, a visible sign serving the Church’s unity and continuity in apostolic life, mission and ministry.

Responsible: In collaboration and full co-operation across the Ministry Area for the core activities of the local church:-

* Spirituality
* Discipleship
* Ministry
* Mission
* Pastoral Care
* Finance, Buildings and Property

LEAD TASKS AND DUTIES:-

SPIRITUAL LEADERSHIP

To lead the Ministry Area in collaboration with God’s people by:

* living out the principles of collaborative servant leadership after the example of Jesus and always seeking his purpose
* regular reflective and prayerful development of personal spiritual life and health
* commitment to personal well-being and maturing in all relationships
* building up the life of the Kingdom in the Ministry Area through prayer and Bible study both personally and with others
* being the principle source of pastoral care for the members of the ministry team, both ordained and lay
* encouraging and nurturing God’s people to grow as disciples and respond to God’s call

DISCIPLESHIP

To oversee and participate in the call and growth of new and existing Disciples through:-

* preaching and teaching the faith through word and action within and beyond the worshipping community
* sharing in God’s grace celebrated in the Sacraments
* maintaining a wholesome and energizing pattern of worship accessible to all
* encouraging a sense of corporate belonging and mutual respect and responsibility
* modeling and teaching integrity and service
* empowering the fullest human potential of all people
* promotion of Christian Stewardship in all its aspects

MISSION AND EVANGELISM

With the Ministry Team to lead the Ministry Area in mission and evangelism by:

* building up God’s people to be missionary communities
* enabling all God’s people to bear witness to their faith
* enabling the local church to see itself to be a servant of the wider local community
* inspiring outreach to the poor, the sick and the marginalized
* to seek to address unjust systems and structures in society
* encouraging the development of new ministries and ways of being church
* developing good relationships with other churches and faiths in the area
* building up links with local government, schools and community groups

STRATEGIC OVERSIGHT

With the Ministry Area Council and other groups to direct the strategic development of the Ministry Area taking into account the:-

* call of God to serve the world as servants of Christ
* opportunities to serve the local community
* needs of the congregations in the Ministry Area
* needs of the wider church including the Diocese and Province
* exercise of a prophetic heart and mind
* discerning opportunities to establish new Christian communities
* maintaining engagement in support of the poor, marginalized and victims of injustice

DEANERY

As Area Dean:-

* To liaise with the Bishop, Archdeacon and other Ministry Area Leaders on matters of diocesan policy and mission strategy
* To enable effective two-way communication between deanery and diocese
* To meet regularly with the Archdeacon to share in issues relating to the Ministry Area
* In conjunction with the Lay Co-Chair, to arrange and chair meetings of the Deanery Conference
* To work with the Bishop and Archdeacon in furthering the mission and ministry of the Deanery

GENERAL OVERSIGHT OF:-

PASTORAL CARE

To oversee, guide, train and lead the ministry team in the provision of pastoral work and care across the Ministry Area, including:

* general pastoral ministry to all people who seek it within the parish
* baptisms and preparation for all those involved
* ministry to the sick and dying
* funerals and ministry to the bereaved
* preparation and care for those preparing for marriage and conducting marriage services
* care of any in particular need of support and spiritual counsel and referral of those for whom particular care is needed
* seeking out those who have strayed from the faith that they may be restored

ADMINISTRATION

With the churchwardens and other officers to oversee all the effective administration of the Ministry Area, including:

* compliance with the law of the land and church regulations particularly in relation to the following: – Marriages and deaths – Child protection – Financial accountability – Health and Safety
* maintenance of necessary records of baptisms, confirmations, marriages, burials and other services (where appropriate)
* supporting the work of the electoral roll officer
* encouraging, supporting and participating in the administrative business of the Ministry Area Council and other groups and committees including:

– Appointments – Organising meetings – Maintenance of accounts

– Inventory of furniture, fittings and artefacts – Care of Church buildings