

Introduction

This deanery plan is intended to meet the requirements of the Mission and Pastoral Measure as a first stage in future pastoral reorganisation. This plan will indicate to the Church Commissioners and others outside the deanery what reorganisation the deanery is asking for.

Rationale - Fit for Mission

1. Fit for Mission is a Strategic Transformation Fund-funded, locally-led transformation project aimed at making better provision for sustainable mission and ministry.
2. West Derby is one of two deaneries in the diocese trialling the Fit for Mission programme. In autumn 2021 all parishes in the deanery considered Fit for Mission, and in spring 2022 the PCCs of 10 parishes voted to take part in the Fit for Mission Programme, with the PCCs of 2 parishes (St John's Tuebrook and St Mary with St James West Derby) voting not to take part in the programme.
3. The aims of the Fit for Mission programme include:
 - Intentional focus on missional work (assessed under the headings of Introducing People to Jesus, Deepening Discipleship, Developing Christian Leaders and Working for Justice) and mission planning to use local resources to focus on these aims.
 - A culture of clergy accountability (principally to one another, but also to the bishop(s) for those missional priorities) and systems to make accountability real.
 - Those leading on different areas of discipleship and evangelism ("portfolio working") to build and share expertise.
 - Development of lay ministry, particularly using the Cultivate programme to develop and support lay people in missional leadership.
 - Decision-making and budgeting together to support this work, including pooling of financial risk.
 - Shared central services around buildings, admin, finance, fundraising, safeguarding etc to ensure a quality offer from the Church while lifting the burden from volunteers.
 - Ensuring we get the right buildings (including churches and halls etc) – which we will need to develop, maintain, close etc and a viable plan to do so sustainably.
4. To enable these aims the plan is for the parishes engaged in Fit for Mission to become a single new parish, with a team ministry sharing the cure of souls across the whole and a single PCC including representation of the laity of the same area holding the legal and financial responsibilities.

Places of worship

5. There is currently no proposal in this Plan to change the status of any church buildings in the deanery. Any parish churches will continue to have that status (which will mean the large new parish having multiple parish churches) and other places of worship will keep their current status.
6. Within the new parish the deanery Right Buildings team may in the future recommend change of status, reuse, repurposing or closure of some buildings. Any such proposals will be consulted on separately from this deanery plan and separately from the schemes that come out of this plan.

Clergy allocation

7. In the Diocese of Liverpool the allocation of stipendiary posts is made by the deanery, funded by parish share offers on a tariff which takes into account Lower Income Communities Funding and a diocesan scheme for mutual support between areas of different deprivation.
8. West Derby deanery currently pay parish share on the basis of 12 stipendiary posts and plans are to continue that commitment.
9. The initial allocation of stipendiary posts to the new parish will be 10 (a rector in the team ministry, known in this document as "team rector", and 9 vicars in the team ministry with status equal to that of an incumbent of a benefice, known in this document as "team vicar"), with one stipendiary post continuing to be allocated to St John's Tuebrook and one stipendiary post continuing to be allocated to St Mary with St James West Derby.

Clergy appointments

10. It is not the intention to dispossess any current clergy unless a suitable post cannot be found for current postholders in the new structures. Where clergy move from being an incumbent to team vicar, their clergy Terms of Service will be retained.
11. Future clergy appointments in the new team benefice will be made by a patronage board, with parish representatives appointed by the PCC of the new parish. To enable the patronage board to work effectively and responsively it would be very desirable if it were a relatively small body. It is suggested that the patronage board should consist of:
 - Bishop (1 vote)
 - Team Rector (for appointment of Team Vicars) (1 vote)
 - Team Vicars (for appointment of Team Rector) (1 vote jointly).

Clergy housing

12. The current clergy housing stock in the deanery will continue to be available for clergy housing (subject to any changes in the usual course of decision-making by the diocesan Clergy Housing Committee).
13. One house in the new team benefice will be designated as the benefice house.
14. Existing benefice houses in benefices which are to become the new larger benefice will be transferred from being benefice property to being property of the Diocesan Board of Finance so that they are available for the housing of team vicars and others. Houses which are PCC property are unaffected.

Future of St Paul's Croxteth

15. St Paul's Croxteth has been vacant since the retirement of the last incumbent in 2016. The parish currently have no congregation or PCC. The Bishop has appointed a local person as representative to act for the PCC for the purpose of consultation on pastoral reorganisation.
16. There are currently draft proposals for the closure of the church of St Paul's Croxteth and these are being progressed.
17. At the deanery's request, the Diocesan Mission & Pastoral committee approved in September 2021 that the parish should be dissolved and the area of the parish merged into Good Shepherd West Derby (one of the parishes now participating in Fit for Mission). This will now form part of the wider proposals for the new parish.

Implementation of the deanery plan

18. The Diocesan Mission Pastoral Committee will be asked to propose a scheme or schemes to
 - Create a single benefice including all those current parishes who are participating in the Fit for Mission programme plus St Paul's Croxteth, called Christ Our Hope Liverpool, a team ministry and make suitable patronage arrangements.
 - Unite the 10 participating parishes plus St Paul's Croxteth into a single parish called Christ Our Hope Liverpool.
 - Designate any serving clergy whose offices are abolished to new posts in the scheme or schemes.
19. In addition
 - The intention is that the large new parish created by scheme will agree appropriate PCC structures for itself as outlined in the Fit for Mission documentation. This will be achieved by a scheme under section 12 of the Church Representation Rules.

- The intention is that the number of churchwardens in the new parish will reflect the proposals in the Fit for Mission documentation.
- The Bishop's Council agreed to amend its arrangements for the election of deanery synods to make fair arrangements for the representation of the proposed parishes of the deanery of West Derby. The paper is available on request.

Evidence base and further information

20. For further details of the [Fit for Mission programme](#) and its background see the [Scoping Document v03](#) and [FAQs v03](#).
21. For detail on the plans for structures of the new parish see the proposals for the New Parish PCC (Scoping Document, Appendix 2) and Patronage in Fit for Mission. Please note that the Patronage paper reflects the previous position where West Derby St Mary with St James had opted in to Fit for Mission.
22. For further background on the deanery of West Derby see the map, population and deprivation statistics, attendance and finance statistics.