

- Early September** First draft of diocesan strategic plan – for discussion in and between deaneries. Further updating of deanery plans
- Late Sept/Oct** Deanery events, to share vision and financial plans
- 19<sup>th</sup> October** Bishop’s Council – final strategic plan and budget
- Nov 5<sup>th</sup>** Diocesan Synod – diocesan vision and strategic plan, budget for 2023. Financial plans for 2024/25.

#### November 2022 to Q4 2025

We believe in Jesus Christ as the source of our salvation and our hope. Having received the gift of his Spirit, we are called by him to live and to pray in ways that help us to grow in our faith and deepen our commitment, so that we can serve the world by helping people see and believe in Christ, live good and fulfilled lives and work together in community.

Our **aspirations and goals** over five years are to see:

- Deeper personal ownership of our life in Christ and confidence in sharing it with others, at every stage of life
- Transformational patterns for community worship and personal spirituality
- An increased focus on enabling young people to encounter Jesus
- Our church buildings re-purposed for wider community engagement, in sustainable and environmental sound ways
- Increased contact between church congregations and their local communities
- Appropriate resourcing for implementation of these goals, including authorised ministry in every parish and benefice, with parishes also reinforcing each other in development by working with common purpose and commitment

Resource needs

- Stipendiary clergy, Self-supporting clergy, House for Duty clergy, authorised lay ministers

- Church officers, trained and supported in their roles
- Access to specialist ministry roles; youth work, older-age chaplaincy, schools work
- Training and support for parish volunteers in many roles.
- Diocesan provision for recruitment, training and support of clergy, lay ministers, church officers, volunteers
- Access to co-ordinated specialised skills (buildings, finance, safeguarding)
- Increase in overall capacity for lay leadership – in worship, teaching, administration.

Aspirations/outcomes	Actions	By whom and with whom	By when	Resources	Evaluation	Status
I. Deeper <b>personal ownership of our life in Christ</b> and confidence in sharing it with others	Encouraging each other in our personal faith journeys	Regular meetings of ministry leaders, locally and across the deanery, for prayer and reflection	Introduce by Feb 2023. Then ongoing		Review programme and outcomes at end 2023	
	Sharing together in developing activities to deepen spirituality, develop discipleship and enable lay leadership	Task group of clergy and laity reporting to Standing Committee/Deanery Implementation Group	Appoint by Feb 2023		Appoint by Feb 2023	

	Provision of specialist support for older people's spirituality, by appointment of deanery co-ordinator of Anna chaplaincy	Bishop, Diocesan Anna Chaplaincy group, Area Dean	Feb 2023		Report progress to deanery synod, July 2023 Review by deanery synod, July 2023	
II. Developing patterns for transformational worship	Review of worship patterns across the deanery, emerging from parish audits	Task group appointed by deanery synod	By Sept 2023, following audit reports			
	Reflection on value, sustainability and transformational impact of worship patterns	Task group	Report to deanery synod, autumn 2023		Review by deanery synod, Feb 2024	

	Identification of potential further provision for worship development	Task group	By end 2023		Review progress at Easter 2023	
	Training for additional members for worship teams	Area Dean, with incumbents and lay ministers	From autumn 2022	Provision for meetings, resource materials		
III.	Increased focus on enabling <b>young people</b> to encounter Jesus	Raise awareness of needs and opportunities of working with and for young people in discipleship growth	Deanery youth work adviser and parish ministry teams	End 2023	Deanery youth work adviser and parish youth workers	Review by deanery synod, end 2023
	Appointment of deanery youth adviser – half/time post with Swanmore incumbency, for	Bishop, Archdeacon, Area Dean, PCC	By Easter 2023	0.5 youth adviser (0.5 incumbent)	Check progress Feb 2023	

	work with schools and 6 <sup>th</sup> Form College					
	Continuation of youth work post at St Peter's, Bishops Waltham, to share also in deanery youth work development	Archdeacon, Area Dean, incumbent, PCC	By June 2023	f/t post on diocesan establishment	Check progress March 2023	
IV. <b>Church buildings re-purposed</b> for wider community engagement, in sustainable and environmentally sound ways	Review of current use of buildings, parish/deanery audit, including level of community engagement, and opportunities and hindrances	Task team, appointed by deanery synod.	By end 2023	Volunteer group time and commitment	Review of progress by deanery synod, Feb 2024	

	to further development					
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V. <b>Increased contact</b> between church congregations and their local communities	Appointment of specialist staff to develop ministry in emerging communities and new housing developments.	Archdeacon, Area Dean	To keep under review as opportunities emerge	As identified in response to need		
	Research potential of pioneer ministry in the Boorley Green major housing development	Incumbent of Botley parish, Area Dean, Diocesan Pioneer Adviser	By Easter 2023	1 pioneer minister and associated resources	Review progress at Easter 2023	
	Explore disconnection of Knowle housing estate from	Archdeacon, Area Deans of Bishops Waltham and	By July 2023	Pioneer work, resourced as appropriate	Review Sept 2023	

	Fareham deanery for pastoral and mission development in association with Wickham parish	Fareham, Incumbents.				
VI. <b>Authorised ministry presence</b> in every parish	Recruitment and appointment of paid and volunteer ministers.	Bishop, Archdeacon, Deanery staff, PCCs	End 2023		Review progress in June 2023	
	Encouragement of vocation to authorised ministry, national and local	Parish ministry teams, with support from diocesan vocations team	End 2023		Review at end 2023	
	Securing and maintaining authorised ministry roles across the deanery, as below	Bishop's Council, Archdeacon, Area Dean, PCCs	Easter 2023		Check progress Feb 2023	

	Western Area: Botley, Curdridge, Durley			1 stipendiary post 1 pioneer post		
	Central Area: Bishops Waltham, Upham			1 stipendiary post 1 youth worker		
	Shedfield & Wickham			1 stipendiary post 1 HfD, to enable pioneer development at Knowle		
	Swanmore		Appointment by Easter 2023	1 stipendiary post (0.5 deanery youth adviser, 0.5 parish)		



	Eastern Area: Corhampton, Exton, Droxford, Meonstoke, Soberton, Newtown, Hambleton. Conversations taking place about possible links with Denmead and/or Swanmore		Appointment by Easter 2023	1 stipendiary post 2 Hfd or SSM posts Support for Anna chaplancy		
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VII. Parishes and benefices working with <b>common purpose and commitment</b> to help each other with mission and discipleship growth	Regular patterns of meetings, with support and encouragement from the area dean and under the direction of the deanery synod	Deanery Standing Committee/Implementation Group Lay Chair Area Dean	Programme development by February 2023			
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	Ensuring a parish/benefice structure that is visionary, achievable and sustainable	Deanery Mission & Pastoral Committee	Ongoing, with regular review		
	Share expertise to help parishes grow leadership, ministry and mission	Chapter meetings, clergy and lay ministers			