

Honiton Deanery Plan - Draft

Honiton Deanery consists of thirty-eight churches in thirty-five parishes, grouped into eight Mission Communities or other groupings. Its AWC in 2018 was approximately 1200.

It serves an area of three key towns (Honiton, Seaton and Axminster) and many small villages and hamlets, with a total population of 45350 (2011 census).

The parishes are generally prosperous, with some notable areas of classical deprivation in each of the towns. Some rural parishes score relatively badly on deprivation indices. This is due less to financial deprivation, and more to lack of access to resources. Housing costs have had significant impacts on rural and coastal communities in particular, with a more elderly population in those areas. Branscombe and Beer in particular have a high percentage of second homes. Employment is primarily within the service sector, tourism and agriculture. There is some light industry. Increasingly, residents commute to Exeter, or further afield, to work. Considerable development is planned, particularly in Axminster, but also in Honiton and Seaton.

The Deanery is led by 8.25fte stipendiary clergy, along with four SSM clergy and eleven Readers. There is currently one stipendiary curate and one SSM curate in post. Lay participation varies from very little to a great deal, as does the training and support those laity receive.

Honiton Deanery recently had 9fte clergy. There are currently 3.0fte vacancies. By 2024 the stipendiary clergy allocation will be 7.75fte.

<i>Current allocation is;</i>	
<i>Dunkerswell</i>	<i>1.3</i>
<i>Honiton & Offwell</i>	<i>2.0</i>
<i>5Alive</i>	<i>1.0</i>
<i>Axe Valley</i>	<i>1.25 (HfD were rated as 0.3, will now be 0.25)</i>
<i>Undercliffe</i>	<i>0.7</i>
<i>Holyford</i>	<i>1.0</i>
<i>Coastal</i>	<i>1.0</i>
<i>Total</i>	<i>8.25</i>

Implication; in the current round of pastoral reorganisation the Deanery needs to shed 0.5fte. The pastoral reorganisation also needs to recognise that further reductions in stipendiary clergy will become necessary in the not-too-distant future. Therefore, any reorganisation needs to be future-proofed for this eventuality.

Lessons from the Deanery Survey:

1. There is a great deal of good practice and creative thinking evident across the Deanery.
2. There is a willingness to try new things and to expend the effort required to make these possible.
3. There is a lack of confidence that the local church has in itself the resources necessary to make this happen.
4. There is a common feeling that clergy are not sufficiently available in parishes to do the tasks required.
5. There is often a low level of understanding as to what the Deanery and Diocese can do to support each other in learning and growth.

Reflections on the Deanery survey:

1. A great deal of work is undertaken by a relatively small number of people.
2. Many of these people express stress and anxiety regarding their work within the context of the Church.
3. Clergy are often isolated and overworked, unable to focus on mission due to the demands of maintenance. This is particularly true of those whose posts are less than 1.0fte.
4. Solo clergy are not a good model for collaborative ministry, even when committed to working alongside laity.
5. The tradition of pastoral reorganisation has been to add individual parishes when a post is deemed insufficient to justify its clergy allocation. There are concerns that falling numbers and the inability to pay Common Fund in full will lead to continued attrition, with a resultant decline in morale.

Proposals for a Deanery Plan:

1. To work for the creation of three Clusters of Parishes, each led by 2.0fte stipendiary clergy, one of whom should have training/experience in pioneer ministry.
2. To create a 1.0fte Rural Dean post with a remit to facilitate training and development across the Deanery, acting as a critical friend to Clusters and Parishes.
3. To utilise the 0.75fte allowance to fund training and development.

Rationale:

1. Creating teams of full-time clergy models teamworking, encourages recruitment and reduces isolation.
2. There is a clear remit of training and development and the resources (both internally within the Deanery, as well as from Diocesan staff) to meet these for the next few years.
3. There is capacity to further reduce stipendiary clergy number when that becomes necessary without further piecemeal reorganisation.
4. If points one and two are successful then the impact of point three will be greatly reduced.

Requirements:

1. The consent of Parishes, Deanery Synod and Diocese to this plan.
2. The willingness of existing licensed clergy to work positively with these proposals.
3. The acceptance that some Parishes will find great difficulty in accepting the change in outlook required and may require sensitive palliative care.

Name	Constituent Parishes (total no)	Parish Acreage	Church Buildings	Pop. 2011	Electoral Roll 2014	Electoral Roll 2018 Xx = no return received	Participation 2013 (sic)	Participation 2015	Participation 2016	Participation 2017	Single Legal Benefice	Stipendiary Clergy Projections Under revision and checking	Stipendiary Clergy in Post or appointed (excluding title posts)	Licensed Self-Supporting Clergy in Post (excluding title posts)	Licensed Readers (does not include PtO)
HONITON DEANERY															
Axe Valley	All Saints All Saints Axminster Chardstock Saint Andrew Combyne with Rousdon Membury (5)	1064 6527 4638 1964 3870	1 2 1 1 = 6	530 6540 930 340 460 = 8800	30 139 46 8 29 = 252	36 112 48 9 24 = 229	26 117 14 10 20 = 187	22 117 17 8 18 = 182	18 107 31 8 19 = 183	16 69 32 8 16 = 141	✓		Sedgewick Vacancy (0.25)	Harding Edmonds	Clark Nixon
Dunkeswell	Broadhembury Dunkeswell Luppitt Plymtree Sheldon Upottery (6)	4820 6407 5071 2226 1698 5893	1 1 1 1 1 1 = 6	680 1680 450 610 190 760 = 4370	29 63 35 45 23 35 = 230	27 55 40 35 22 37 = 216	19 53 28 24 12 35 = 171	16 35 27 19 18 35 = 150	17 30 26 18 18 35 = 144	17 26 30 19 15 35 = 142	✓		Hayhoe Vacancy (0.33)		
Five Alive	Dalwood Kilmington Shute Stockland Yarcombe (5)	1755 1795 2735 5914 5475	1 1 2 1 1 = 6	370 830 600 670 510 = 2980	43 106 18 53 94 = 314	Xx 97 Xx Xx Xx =	30 49 16 37 31 = 163	30 43 16 31 31 = 151	32 44 16 33 25 = 150	32 39 14 32 25 = 142	✓		Holloway		Heighway
Holyford	Branscombe Colyton Musbury Northleigh Southleigh (5)	3479 6374 2227 1172 3393	1 2 1 1 1 = 6	510 3170 550 150 230 = 4610	31 188 37 39 24 = 319	26 199 37 38 Xx =	44 134 33 18 12 = 241	44 134 33 18 21 = 250	38 117 34 15 12 = 216	38 173 30 17 12 = 270	✓		Vacancy	George Lees	Chester Hill Lees White
Honiton	Awliscombe Buckerell Combe Raleigh Gittisham Honiton with Monkton (5)	2647 1310 1806 2347 4393	1 1 1 1 2 = 6	500 250 270 540 11340 = 12900	93 27 73 47 92 = 332	98 27 74 47 Xx =	50 11 20 38 101 = 220	60 9 22 33 101 = 225	48 11 19 32 74 = 184	45 9 24 30 73 = 181	✓		Roberts Vacancy (shared with Offwell)		Barrett (ic Gittisham)
Offwell	Cotleigh Farway Offwell Widworthy (5)	1268 2586 2001 1497	1 1 1 1 = 4	190 240 420 290 = 1140	35 22 24 19 = 100	Xx 20 22 15 =	21 9 20 15 = 65	15 8 20 20 = 63	11 8 25 18 = 62	12 8 19 17 = 56	✓		Vacancy (shared with Honiton)		Murray
Seaton and Beer Coastal	Beer Seaton (2)	1784 1159	1 1 = 2	1340 7070 = 8410	28 126 = 154	27 108 = 135	45 116 = 161	40 96 = 136	40 96 = 136	38 90 = 128	✓		Trew		
Uplyme and Axmouth	Axmouth Uplyme (2)	3485 3617	1 1 = 2	520 1620 = 2140	34 110 = 144	32 110 = 142	36 115 = 151	34 107 = 141	40 101 = 141	38 101 = 139	✓		Vacancy		Grose Harron