



Harrogate Deanery Synod

18th October 2022

St Wilfrid's Church, Duchy Road, Harrogate, HG1 2EY

MAIN SPEAKER:

Dr Ben Walker, Strategic Programme Manager

Present 13 Clergy 29 Laity

Apologies 8 Clergy 10 Laity

Welcome The meeting was opened by the Chair, the Revd Dr Alan Garrow who explained the Mr Justin Brett, the Lay Dean had sent his apologies. The Chair welcomed everyone and thanked our hosts, Mr Jonathan Wilson, and the Church Wardens of St Wilfrid's for arranging the venue and providing refreshments. The Chair also welcomed and introduced the Guest Speaker, Dr Ben Walker, Strategic Programme Manager.

The Meeting Opened in Prayer led by Mr Jonathan Wilson, St Wilfrid's Church

Apologies for Absence See above

Minutes of the Last Meeting There were two amendments:

- A typo – church
- The next Synod is on *Thursday*, 2nd February 2023.

The amendments have been made and the minutes signed by the Chair.

Matters Arising not on the Agenda There were none.

Good News from the Deanery

- 1) **St Mark's Church, Harrogate:** Mr Steve Brown, reported that they have just concluded a three week 'BRICK' course. BRICK stands for **B**uilding **R**esources **I**n **C**hristian **K**nowledge. The course was led by the Revd John Duff, who gave a teaching from The Gospel According to John based on the statement of Jesus, 'Who do you say I am?' John delivered three excellent sessions on the 'I AM' sayings in John's Gospel:

The three sessions are available YouTube – these might be suitable for a post-Alpha follow-up group.

[B.R.I.C.K - 'I Am' week1 - YouTube](#)

[B.R.I.C.K - 'I Am' week 2 - YouTube](#)

<https://youtu.be/5iceGgfHnnw>

- 2) **St Robert's Church, Pannal:** The Revd John Smith, talked about the after school children services, 'Crumpet Church'. He explained that these services which have been hugely popular in Pannal have now been extended to 'Muffin Church' at Beckwithshaw Church. Since starting 'Crumpet Church', at Beckwithshaw there has been a 70% increase in church attendance. John urged members to try new things, as we will never know what fruits they will bring, until we do. For more information about 'Crumpet Church', please contact John directly.
- 3) **All Saints' Church, Kirby Overblow:** The Revd Craig Marshall, reported on the Annual Animal Service they held last Sunday. Seventy people attended along with lots of different animals. Craig explained that it led to a chaotic but hugely enjoyable and entertaining service. Craig also explained that following the talk given at the previous Synod by Revd Dr Hayley Matthews, on Lay Training, one of the congregation of All Saints', Kirby Overblow, has signed up to the Occasional Preachers course.
- 4) **St Wilfrid's Church, Harrogate:** Mr Jonathan Wilson, explained that the Church is continuing to hold Mass at 6.00pm on Monday to Friday evening as this has proved very popular and he thanked his colleagues for their part in supporting these services.
- 5) **St John's and St Luke's Church:** Mrs Liz Meade, a member of North Yorkshire County Council, spoke about the countywide campaign, 'Let's Talk...North Yorkshire'. She explained that on 1st April 2023, the eight existing councils currently delivering public services across the county will be replaced by one new North Yorkshire Council. The 'Let's Talk' campaign is designed to raise people's awareness of the Local Government Reorganisation and encourage people to have their say in how to:
- help shape the future of the new council
 - inform how you would like to work with the new council
 - let the council know what services are most important to you and what they should focus on

Liz also emphasised the part that the Church plays in helping and supporting the Community. She explained that during the pandemic there were 24 organisations actively working in partnership to support families in the local community, of this number 50% were Churches. She therefore urged Churches in the Harrogate Deanery to get involved in the 'Let's Talk' conversations so as to have their say on how to shape the new Council and how to work together with the new Council.

Between now and December, the Council will be holding countywide conversations, with surveys, on three of the important topics:

- Local – tells us about your local area and the services that are important to you
- Money – help us shape the new council's budget
- Devolution – comment on the proposed devolution deal for York and North Yorkshire

To find out more about how to get involved in these conversations and to access the surveys: visit the North Yorkshire County Council website www.northyorks.gov.uk/LetsTalkNY

Liz concluded by informing the meeting that there are some small community grants available, to help cover the costs e.g. of creating Warm Welcome spaces at local churches. For more info, please email Liz.Meade@northyorks.gov.uk

- 6) **St Peter's Church, Harrogate:** The Revd Alan Garrow, informed that on Tuesday 1st November 2022, Mark Greene, former Director of the London Institute for Contemporary Christianity, will be speaking at Life Destiny Church in Starbeck at 7.30 – 8.30pm. Mark will be exploring, 'How can we show and share Jesus' wisdom and love with the people we meet in the places we usually find ourselves – at work, at school, at the gym, or the shops?' To book your seat visit: <https://theharrogatehub.org/frontlines>

Alan also drew members attention to Mark's latest book '*A life of Grace*' which celebrates the everyday fruitfulness of Queen Elizabeth II. In the book Mark explores the Queen's faith and how she lived it out in every sphere of her life. The book is available to order from HOPE Together:

https://www.hopetogether.org.uk/Shop/Products/501724/Hope_Together/Books/A_Life_of.aspx

Vacancies up-date

- 1) Mrs Yvonne Dale-Winder, **Washburn and Mid Wharfe Parish**, explained that they have advertised for a 3-year interim Priest in Charge, and are currently awaiting applications.
- 2) The Revd Craig Marshall, **All Saints Church, Kirby Overblow**, explained that following the retirement of the Revd David Wheeler, they will shortly be advertising for a new Priest. Interviews will be held in December with an expectation that the appointee will start in January 2023.
- 3) The Revd Simon Dowson, **St John's Church, Bilton**, explained that they had had two unsuccessful rounds of applicants. They have since restructured the advertisement and plan to shortlist applicants before Christmas and hold interviews on 18 January 2023.

Deanery Finance The Treasurer, Mr Iain Ward-Campbell, reported there was no substantial change in the finances of the Deanery, but said that things there 'on the up' as last year we made 96p interest and this year it was £2.72. The Treasurer also thanked Parishes for getting in their share. He urged Parishes to make up their share contribution to 100% but recognised that in these straitened times, this might be difficult.

Guest Speaker: Dr Ben Walker, Strategic Programme Manager.

Barnabas – Encouraging Confidence. ‘Confident Christians. Growing Churches. Transforming Communities.’

Ben is the Strategic Programme Manager for the Diocese of Leeds, supporting the Bishop’s Senior Staff with the delivery of the strategic programme.

Purpose of presentation:

The purpose of the presentation was to inform Synod members about the Barnabas project; what it is, what it aims to achieve and what support it offers.

Barnabas:

Ben began his presentation by quoting from Acts 11 v19 – 31. Ben highlighted some practical ways in which the action of the Holy Spirit was evident in Barnabas: He...

- Encouraged others to understand and embrace the Gospel
- Mentored and supported others in their spiritual journey and development
- Persevered in the face of opposition and actively sought out new ways to share good news
- Was generous with his time and money
- Used resources given by others wisely and in a way that would make the biggest difference

Leeds Diocese hope:

It is this approach of seeking the Holy Spirit’s help and guidance to enable our existing churches to move forward in mission, ministry and sustainability in a way that is intentional, prayerful and within the grace of God, which the Leeds Diocese wants every parish to embrace.

Ben pointed out that the Diocese of Leeds has run at a deficit for some time, so to thrive, churches need to become more sustainable. In other words, churches need to find ways support each other in the achievement of this strategic vision.

The Barnabas project – strategic vision:

The Barnabas project has come about through listening to what parishes say they need. In response, the project offers a variety of resources and ways to encourage and support churches in their drive for mission, leadership, and witness, both now and in the future. The Barnabas project is therefore designed to support the local church in seven areas:

- 1) Buildings support
- 2) Governance support
- 3) Stewardship support
- 4) Leadership development for clergy
- 5) Strategic grafting of revitalisation
- 6) Missional leadership development
- 7) Planting a new congregation in the parish

Practical solutions:

Practical ways in which Churches can respond to these seven areas to bring about sustainable change can be found below or on the Harrogate Deanery website www.harrogatedeanery.org

Three driving forces:

Sitting behind these seven strategic areas are three driving forces:

- 1) **Significant:** *'this needs to happen'*. The requirement for this will largely come from a Bishop or Archdeacon. The areas most likely to be impacted are:
 - a. Leadership development for clergy
 - b. Strategic grafting of revitalisation
 - c. Missional leadership development

- 2) **Specific:** *'can we work together on...'* This is most likely to come from the Bishop or Archdeacon, but sometimes requested by a Parish asking to be involved. The areas most likely impacted are:
 - a. Governance support
 - b. Planting a new congregation in the parish
 - c. Leadership development for clergy

- 3) **Strengthening:** *'have you thought about...'* This approach will largely come from the Parish itself but could be suggested by a Bishop or Archdeacon. The areas most likely impacted will be:
 - a. Planting a new congregation in the parish
 - b. Stewardship support
 - c. Buildings support

Questions for small group discussion:

Ben posed three questions and asked members to form small groups to discuss and share their responses:

- 1) What have we missed?
- 2) What in this offer can you help with?
- 3) What in this offer will help where you are?

Responses from small group discussions:

Here are some responses, but the list is not exhaustive.

- Resources are being spread too thinly. When a vicar is under pressure to rush off to the next village, there is no time for pastoral engagement after morning service; this erodes the relationship-based model of the church as a community. Parishioners like to feel 'known' and heard and to have a bond with their spiritual leader. This must surely be enriching also for the vicar.

- If we want to plant a new congregation, i.e. to embrace new housing developments, we will probably need to offer a choice of services in each church, to appeal to different demographics. This is definitely not possible for one vicar to manage. Would additional lay preachers help?
- We are still feeling the effects of Covid. Churches are still trying to recover ground which is looking different to the previous ground. People became disconnected from the church, and it is taking time for them to reconnect.
- There is a desire to change and grow, but we are aware that there is already such a lot of business. Time is needed to decide what to do and how to achieve it.
- Buildings take a lot of energy, money and resources. We need to turn the idea of our buildings from being a burden into being a gift – take a new perspective.
- Churches need to share more best practices, ideas and solutions. We need to find ways of helping each other and be more proactive and involved in sharing what we do. Participation increases encouragement.
- We need to slim it down. There is such a lot to do, and we can't do it all. This has to do with the limited number of people we have in a small church. It can be very daunting. Also, we need to acknowledge that we have an aging population. We need to harness people to accomplish small tasks successfully, rather than trying to tackle everything. We don't have enough people to support everything.
- On resources and church maintenance/funding, thinking about wider parish giving. We can present a case for community donation based on the desirability of a local church (for baptisms, weddings, funeral). However, in these straitened times, when we know that households are struggling with the basics of heating and eating, it is difficult to see how many could possibly prioritise giving to church. Building maintenance can devour huge sums. Can we get our churches to work harder for the wider community? Warm spaces?
- Can we appeal to the Church of England to look, nationwide, at ways of challenging increasing secularism, so that we can safeguard the future of our churches by engaging younger people?

The Chair brought the evening to a close by thanking Dr Ben Walker, for an informative presentation and a thought-provoking discussion.

A.O.B There was none.

Closing prayers were led by the Chair, who asked Members to stand and say The Grace together. The Chair then thanked everyone for attending. The meeting finished at 9.05pm.

FUTURE DATES

- **Thursday, 2nd February 2023.** Bishop's Deanery Event. Christ Church, Church Square, High Harrogate, HG1 4SW. Guest Speaker: The Rt. Revd Dr Helen-Ann Hartley
- **Monday 24th April 2023** – St Mark's Church, Leeds Road, Harrogate, HG2 8AY. Guest Speaker: Liz Morton, Children, Young People and Families Team Leader & Godly Play
- **Wednesday 20th September 2023** – St James's Church Hall, Lackon Bank, Birstwith, HG3 2NG. Guest Speaker: Theo Sheridan-Watts, Chief Officer, Wellsprings Together
- **Thursday 23rd November 2023** – St Andrew's Church, High Street, Starbeck, HG2 7JE. Guest Speaker: The Rt. Revd Nicholas Baines, Bishop of Leeds

ALL MEETINGS SCHEDULED – 7pm for 7.30 pm – 9 pm

Please send agenda items and apologies to Helen Camm, Deanery Synod Secretary
secretary.harrogatedeanery@leeds.anglican.org

Barnabas: Encouraging Confidence

“Confident Christians, Growing Churches, Transforming Communities”

We can be confident in God’s faithfulness and unfailing love for us and the Church. Rooted in prayer and worship and growing as confident Christians we want to:

- Be confident in our mission - support for churches to become confident in their use of their building, financial and time resources; creating more opportunities to be good news in our communities.
- Be confident in our future - ensuring our levels of clergy deployment are fit for the future. The Project enables us to make deployment decisions in a mission led way that can give clergy and churches the confidence that the Diocese is committed to their thriving.
- Be confident in our leadership - giving significant and specific support around leadership and mentoring in the church, both for clergy in their roles, but also for church teams moving forward in mission.
- Be confident in our witness - encouraging support for all to be confident in living and telling the good news of Jesus in a rapidly changing world.

Buildings Support

- Groups of churches are supported to set up a local collective for maintenance (reducing costs and sharing ideas/ best supply).
- Engagement with national schemes (e.g. church buildings management partnerships).
- A church joins a learning community of churches who are all working through a similar challenge (e.g. new boiler in the era of net zero).
- *Web based resource offering examples and good practice for particular projects.*

Governance Support

- Church House support for the use of interim ministry.
- Support for the use of focal ministry.
- Support for pastoral re-organisation to simplify governance in a multi parish benefice.
- A church is invited into a learning community to explore together how they can work best as a multi-parish benefice.
- *A group of churches who have successfully transitioned to less complex governance work with another benefice to advise.*
- *Web based resource to give good examples and guidance on what is possible using existing governance structures.*

Stewardship/ Treasurer Support

- Church receives dedicated support from the Stewardship team to develop and deliver a 3-year plan to materially increase income.
- Support is given to help a parish/ group of parishes to employ a bookkeeper.
- Targeted support and advice given to join the Parish Giving Scheme.
- Advice provided on running a planned giving campaign.
- Support and advice for grant funding applications.
- *Support in undertaking a Financial Review which will highlight a range of areas that a parish could pursue to increase financial stability.*
- *Churches ‘lending’ treasurers or finance folk to help set up new systems or mentor new treasurers.*

Leadership Support for Clergy

- Talking with a PCC about how they work with a new model of ministry (eg an interim minister)
- Inviting an incumbent to join a bespoke leadership development course.
- Offering a mentor to work with a clergy colleague.
- *Engaging with (or leading) a learning community around a specific leadership challenge or opportunity.*
- *Undertaking a mid-ministry course.*

Missional Leadership Development

- Arranging for a PCC and their vicar to work with a mission accompanier to discern the next steps for growth.
- Support for moving to a new model of ministry (when pastoral re-organisation is happening).
- Inviting a church to engage with partnership for missional development over three years.
- Inviting a group to join the personal growth and leadership journey.
- *A team from the church work with the children young people and families team on a new project.*
- *A group from the church is supported in revisiting its MAP or growth plan via a LYCiG Growth group.*
- *Support for a church wanting to make links with its local school.*

Planting a New Congregation in the Parish

- A church grows a team from within to start a new congregation in another part of the parish.
- A team from a church engage in a church planting course offered through CCX and the local church planting school.
- The vicar of a church invited onto an oversight ministry course to develop skills for overseeing multiple plants.
- *A team member of a plant chooses to take a commissioned pathway within the Diocesan offer.*
- *Team join a Greenhouse learning community, to grow together over the course of a year.*

Strategic Grafting for Revitalisation

- During a vacancy, a PCC is invited to consider receiving a graft from another church.
- Grafting team takes the Plant Course to develop their mission plans.
- A church that is thriving is invited to consider how it might share its resources with a local cluster/ deanery.
- *A church with strengths in particular areas offer 'consultancy' to others to strengthen them- loaning people for a period of time.*

Should you require further information about the Barnabas Project, Ben can be contacted directly on ben.walker@leeds.anglican.org