

People & Places Newsletter

January 2021 Issue 1

PEOPLE & PLACES

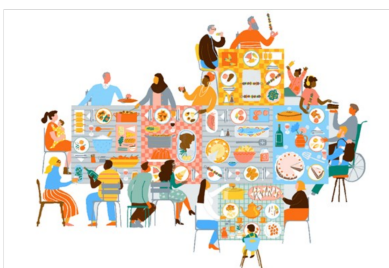
Welcome to the 1st P&P Newsletter

Welcome to the 1st edition of P&P news. With so much happening on the People & Places programme (and so much more is planned) this update aims to share the progress so far and highlight the next steps as we start 2021. As the majority of the team have been recruited, we offer an insight into each area and highlight the important role they play in helping to rollout the People & Places framework across Church of England Birmingham.

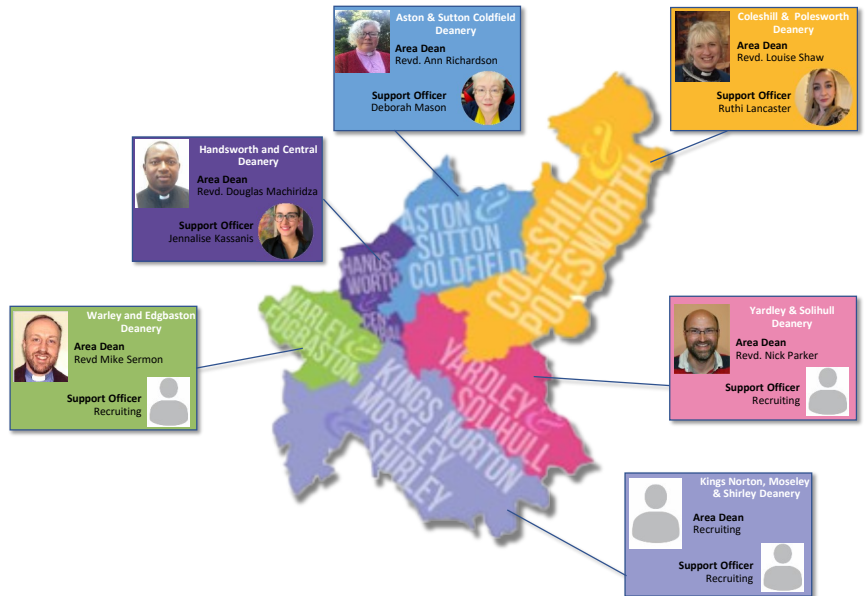
Simon Heathfield (P&P Chair)

Gary Killeen (Programme Mgr.)

Bev Heritage (Support Officer)



"More, and more confident Christians"



The New Deaneries in CofE Birmingham

THE STORY SO FAR.....

The first phase of People & Places concentrated on the merging of our 13 existing deaneries into 6, appointing our full-time Area Deans and recruiting the team members for each of the key areas of the programme. In parallel we started to deploy our new dedicated Parish Support Services to help with HR, buildings and bookkeeping.

The next exciting phase of P&P will concentrate on our four focus areas of **Capability, Fairness, Sustainability & Growth** and increasing our capability to provide coaching, mentoring and training via our Pathways project. We continue to move forwards with People & Places despite the challenges of the Covid - 19 Crisis to help realise our goal of creating more, and more confident Christians within our diverse region.

Focus on our New Deaneries

Merging our deaneries from 13 down to 6 provides a landscape in which we can apply the People & Places framework, enabling the vision for a 21st century Church in our super-diverse diocese where:

- Ordained and laity collaborating in mission & ministry and service
- Diverse worshipping communities increasing in their numbers and growing in our faith
- Ministry teams led and guided by oversight & context ministers, resourced through coaching, training & mentoring
- A sustainable church that is fit for future generations
- A just and fair allocation of ministry

The People & Places Prayer

Gracious and merciful God,
as we pray for the future of the Church of England – Birmingham, we thank you that the whole earth, its people and places, are equally precious to you.

By your Spirit,
equip us to meet the challenges of these times with generosity and courage;
hold our fears and uncertainties in your love,
and grant us the needful gifts of grace to share your love and reflect your light throughout our communities:

in the name of our Saviour, Jesus Christ,
Amen.



We have five of our six full-time Area Deans in place and be assured we will work tirelessly to recruit the sixth. Local influence and decision making is key, each Area Dean will pull together a local project team from within the deanery (including key Programme Team members) who will be imperative to turning the vision into reality. At first, the deanery will focus on encouraging each parish to express their vision in a Transforming Church Action Plan (TCAP). Every parish has differing needs and producing a plan, with the help of our dedicated facilitators, is vital in ensuring that every parish determines its own destination and plans the journey to get there. The TCAP's will inform a deanery wide plan for its mission & ministry, buildings and new Christian communities.

Rev. Ann Richardson



We welcomed Area Dean **Rev. Ann Richardson** and Deanery Support Officer, **Deborah Mason** into Aston & Sutton Coldfield around advent/new year 2019/20. Over the past year they have been preparing the foundation and shaping the new deanery to serve its 18 parishes, 24 Churches and 4 CofE schools.

Rev. Douglas Machiridza became our 2nd full-time Area Dean in March 2020 serving the deanery of Handsworth & Central. Whilst Douglas has been connected with the area for while, his time has been spent getting to know further the 21 parishes, 25 churches and 8 CofE schools. **Jennalise Kassanis** joined us in November 2020 as Deanery Support Officer for Handsworth & Central Deanery.

Rev. Douglas Machiridza



Rev. Louise Shaw



Rev. Louise Shaw licencing as full-time Area Dean was in June 2020 and like Douglas was already familiar with much of the new deanery having previously served as Area Dean to Polesworth. Louise serves the 25 parishes/multi-parish benefices with 35 churches and 9 CofE Schools and a great deal of thought and prayer is going into the next steps of P&P across the deanery. **Ruthi Lancaster** is the Deanery Support Officer for Coleshill & Polesworth.



Revd Mike Sermon was recently appointed into Warley & Edgbaston and will get started on his new ministry of fulltime Area Dean once licenced in early 2021. This deanery contains 24 parishes / united benefices, comprising 25 churches and 9 CofE Schools. Mike will be recruiting for a half-time Support Officer over the coming weeks.

Revd Nick Parker was also recently appointed into Yardley & Solihull to be licenced in early 2021. This deanery contains 24 parishes / united benefices, comprising 30 churches and 8 CofE Schools. Nick will also be recruiting for a deanery Support Officer.



Recruitment continues to find the person God is calling to be the next Area Dean of Kings Norton, Moseley & Shirley. Please keep this deanery in your prayers as we continue the discernment process .



TRANSFORMING CHURCH ACTION PLANNING

TRANSFORMING CHURCH ACTION PLANS (TCAP's) are integral to People & Places. Forming a TCAP takes parishes through a journey of reflection, stopping along the way to consider who they are, who their community thinks they are and where God is calling for particular attention over the coming months. Put simply, a TCAP is a proposed route to help our church, parish or oversight area on a missional journey from where we are towards where we believe God is calling us to head for. They also provide us with that all important local input as we shape our oversight areas and look to producing a deanery plan.

Damian Herbert (TCAP Facilitator) and **Abbi Wells** (TCAP Enabler) work closely with our parishes to help them create an individual planning process that reflects their unique context so they can:

- Identify their current location and where they want to be
- Creatively and prayerfully reflect and plan their own route, shaped by their values and context of their community
- Travel their own personal journey to plan, implement and continually evaluate their route

They look forward to working with more parishes throughout 2021 as our new deaneries start to take shape.

The team can be contacted using the following email address:

parishmissionsupport@cofebirmingham.com

PEOPLE AND PLACES NEWS

PARISH BUILDING SERVICE Jan Bakewell and Andy Schofield are our Parish Building Surveyors. They are here to help with organising Church property reactive repairs and maintenance on behalf of PCCs, which will involve managing a wide range of suppliers and building contractors. They can also assist with implementing various programmes of planned, cyclical and legislative maintenance for churches based upon their five-yearly inspection report. They are available to all parishes. Each parish signs the Service Level Agreement which highlights all aspects of the service and keeps our insurers happy. They will be reaching out to all parishes but would love to hear from anyone who requires their services in the meantime.



Jan Bakewell & Andy Schofield



The best way to contact our Parish Building Surveyors is to use their mailbox - parishsurveyors@cofebirmingham.com

PARISH BOOKKEEPING SERVICE is designed to help PCC's gain a good grasp of their finances to enable them to make wise kingdom decisions and to ensure that they are able to meet their obligations as charity trustees. This service is a vital component of the People & Places framework providing support to all parishes to,

- Understand the money they have available to support parish mission and ministry
- Discharge their statutory responsibilities as charity trustees
- Gain timely and up-to-date financial information to aid decision making
- Providing information that is in an accessible format for all.

Alex Woodhouse joined us in December 2019 and has been working with Finance Manager **Amanda Homer** to run the pilot during the early part of 2020. The bookkeeping service is now being taken up by many parishes and the team will shortly recruit another member to help with the demand.

The team can be contacted using the following address:

FinanceTeam@cofebirmingham.com

PARISH HR SUPPORT SERVICE is designed to free our parishes from the administrative and legislative burdens and complexities that employing staff can bring, more than half of our parishes currently employ staff. As People & Places is aiming to grow the Church across Birmingham -we expect that parishes will employ more staff in the future and we do not want -administrative burden to be a hinderance to that growth.

The service, headed up by **Laura Cohen**, provides answers to employment-related queries using the expertise of the parish context. In addition, it can help PCCs with recruitment advertising, application forms, interview guidelines, recruitment processing, contracts of employment, policies, procedures, handbooks and letters relating to employment matters.

Laura and the team can be contacted using the following email: hr@cofebirmingham.com

PATHWAYS

Pathways is an initiative to support leadership development and discipleship for lay people and clergy in Church of England Birmingham. The goal is to provide opportunities for every Christian and church community to grow in their capacity to live out the Good News of Jesus, equip them for serving Him and be servant leaders in every sphere of life. The Pathways team coordinate coaching for our leaders and are developing an online platform of blended learning. This offering is designed for flexible learning at a time and pace that suits and will be supported through a network of mentors.

Gillian Sheail heads up the team of five - **Mark Bennett** leads on the coaching training, **Natasha Godfrey** and **Penny Harrison** coordinate the development of mentoring and **Sam Hudson** is responsible for the Pathways learning platform. **Will Stevenette** supports coaching and mentoring and oversees the communication for Pathways.

To register as a Pathways learner visit the Pathways platform

<https://birmingham.learn.anglican.org>. Or you can find out more by visiting the Pathways webpage <https://www.cofebirmingham.com/pathways>. Email the team with any questions at Pathways@cofebirmingham.com

We have also increased our capacity to provide safeguarding training in readiness for our increased numbers of new leaders.

Laura Rutherford joined us back in January 2020 as an additional Safeguarding Trainer.

COMMUNICATIONS TEAM

People & Places is a change initiative that enables growth, recognises and equips all God's people to be capable disciples and leaders. It allows us to be fair and generous in our distribution of resources and for a sustainable future to be built for all the people and places of Church of England Birmingham. Good communications are vital in ensuring the success of any change programme and resources provided by People & Places offer capacity to keep everyone informed and ensure everyone is heard as we undertake this journey together.

Our team comprises **Mandy Frearson** (Graphic Designer), **Chris Keenan** (Film Maker), alongside **Cara Butowski** (Communications Assistant) and **Catherine Valentine** (Production assistant) and the newly recruited Production Manager **Andrew Waddams** who takes over from **Jenny Thurston** as she moves up to the Director of Communications. The Communications team work to ensure a consistent, clear message is conveyed to help our new deaneries along the People & Places journey. Jenny will be working closely with our Area Deans and newly formed Deanery Project Teams in 2021, offering advise and support for all aspect of communications as they rollout the People & Places framework over the coming years.



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A passage for reflection

"Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light." **Matthew 11: 28-30**

People & Places Next steps.....

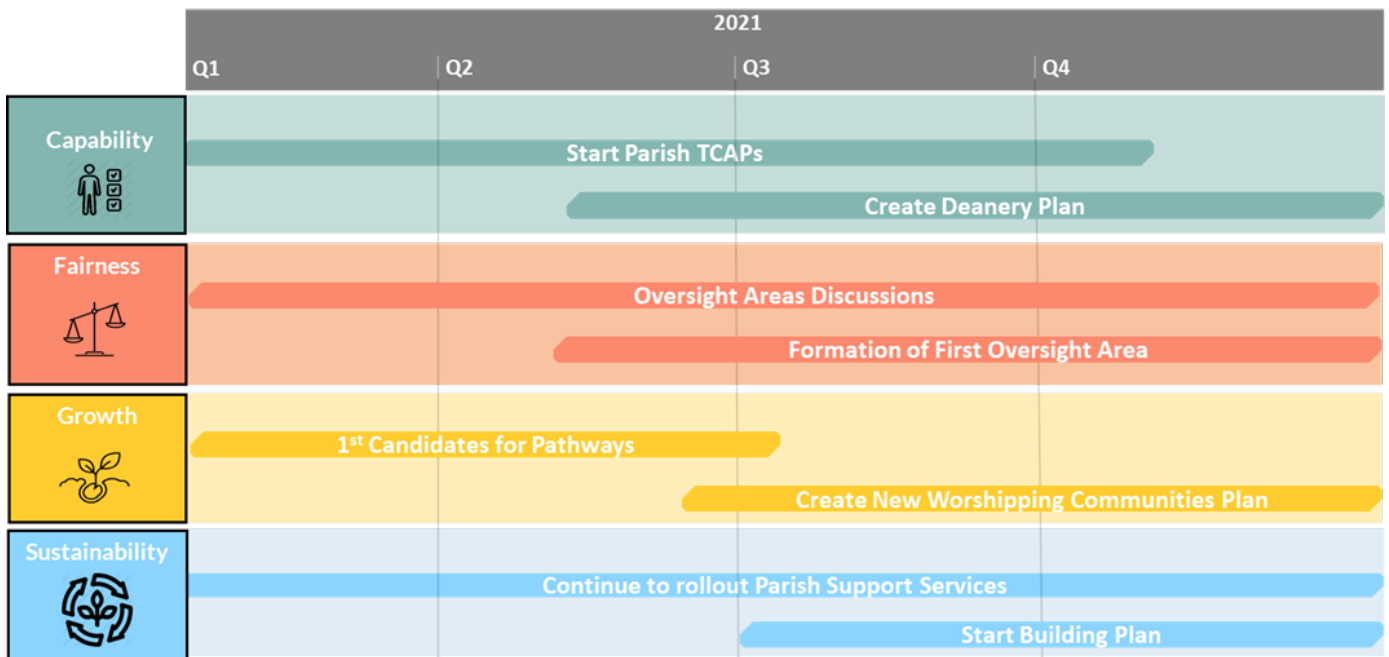
So what’s next for our new deaneries? Area Deans are bringing together a Project Team consisting of Lay and Ordained members from within each deanery and key members from the People and Places Team, i.e. TCAP. By definition, a project is a temporary organisation brought together to achieve a common goal and these teams will be no different, complimenting the existing CofE governance bodies such as Synod, Chapter etc. but concentrating on People & Places. Many things are happening as we move into 2021. Firstly, building upon the work the Parish Mission Support team have been doing to start the journey of TCAP in every parish. The Area Dean and Project Team will also be looking to have local conversations to discern where the oversight areas fit within the new framework. Under People & Places each deanery will be divided up into 10-12 oversight areas each headed up by an oversight minister who will help coordinate activity encouraging sharing and collaboration as we seek to realise the vision for a growing, sustainable church that is both fair and capable.



If we are to grow the church we will need to find more leaders. Seeking out those called to help lead our church into the next season is a key part of the deanery projects goals. The Pathways team are developing the platform which has a growing number of modules and pathways to support your discipleship and leadership journey. Alongside learning, mentoring and coaching will play a key role in the growth of new leaders.

As we seek out the vision for our deaneries we will need to compile a plan for our buildings to ensure we have the right places to serve our communities for the future. This will be complimented by a new Christian Communities plan where we seek to grow our church in readiness for the next generation.

The plan below offers an indication of the next steps into 2021 for our first three established deaneries, the other three deaneries will embark on similar tasks but with slightly later start dates to reflect the appointments of their Area Deans.



“A growing, sustainable church with more, and more confident Christians leading mission & ministry in our communities”

If you have any questions or feedback regarding this newsletter please contact: bev@cofebirmingham.com