



Esgobaeth Llandaf Diocese of Llandaff

Lle Mae Ffydd Yn Cyfrif | Where Faith Matters

Llandaff Diocesan Conference 2022

Reimagining Deaneries in the Diocese of Llandaff

Aim

Six new regional Deaneries that:

- *act as mission hubs, connecting Diocesan resources with Ministry Areas*
- *revitalise grassroots decision making and build power at a local level*
- *deepen fellowship amongst clergy and lay leaders across the Diocese*
- *enable more effective engagement with local authorities*

Rationale

Mission Hubs

Both evangelism and outreach are two priorities set out in the strategic vision of the Diocese. Following a successful Evangelism Fund bid, the Representative Body of the Church in Wales awarded the Diocese of Llandaff a match funded £3 million to launch Citizen and to fund a cohort of mission enablers, outreach workers and engagement workers to support frontline ministry in our churches. Six mission hubs will ensure these new resources are accessible and deployable right across the Diocese. Archdeacons' Visitations will be repurposed to accompany Ministry Area Leadership Teams as they develop Vision and Discernment Plans, connecting them with the right growth enablers rolling out resources to the Ministry Areas as they require. Rather than load another layer of operating onto the Diocese to facilitate this process, it makes sense for Deaneries themselves to fulfil this missional function.

Engines of Democracy

Deaneries have, historically, been representative bodies. Each Deanery has its own Deanery Conference with delegates elected from its Ministry Areas and power to send motions up to the Diocesan Conference and, from there, to the Governing Body of the Church in Wales. Much of this representative function has fallen into disuse. Six regional deaneries would increase the pool of gifted volunteers which would resource Deanery Conferences, empower and energise the grassroots of the Diocese, making its decision-making more participatory, consultative, and democratic. A smaller Diocesan Standing Committee, with balanced clerical and lay representation, would be a more robust and effective decision-making body, further enhancing the democratic processes of the Diocese.

Extended Families

Clerics across the Diocese have consistently expressed appreciation for the wider fellowship offer by Deanery Chapters. This was particularly acute before the advent of Ministry Areas when clerics often ministered alone. Deanery Chapter provided a much-needed sense of collegiality. Ministry Area Teams now have their own identity and shared fellowship which has led some to question whether Deaneries are needed at all. Six regional Deaneries would sufficiently differentiate between the dynamics of a Ministry Area Team and the Deanery Chapter. Larger Deaneries will provide greater scope for clergy interaction, mutual learning, and collaboration at a regional level. Furthermore, fewer Area Deans means more focus on frontline ministry. Rather than eleven clerics acting up as Area Deans alongside their Ministry Area responsibilities, there will be only six. If we bolster and augment the People Services and Safeguarding roles of these Area Deans they would provide a network of support for Ministry Areas as part of the Archdeacons' Team.

Other Possibilities

During the consultation period, questions have been raised about other options. One such question is about the potential for a stronger relationship between our diocesan structures and local authorities. The Harries Report in 2012 suggested tying Diocesan structures to local government boundaries. Might not this reimagination be an opportunity for the Diocese of Llandaff to implement this proposal?

This was felt most acutely by Cardiff Deanery which argued that the original proposals clustering southern Cardiff with Penarth, Barry and De Morgannwg Ministry Areas didn't make sense. Cardiff has a coherent political identity as a County Council. Might this not be an opportunity to unite the Ministry Areas of Cardiff into a coherent region?

The Cynon Valley Deanery suggested reducing the number of Area Deans whilst maintaining the current number of Deaneries, pairing the Deaneries together to minimise change. Taken alongside the need for mission hubs, the best way forward seems to be to pair neighbouring Deaneries as far as possible, amalgamating them into a simple structure of six regional deaneries with an Area Dean.

Others have suggested doing away with Deaneries altogether. In many ways this would be the simplest and most straightforward approach. Ministry Areas act as small Deaneries making the current Deanery structure redundant. However, the three reasons given at the beginning of this paper strongly suggest good reasons for maintaining a regional structure across the Diocese.

Process

This process of reimagination initially arose out of questions from Ministry Area Leaders, Area Deans, and clerics across the Diocese. They all asked whether, with the advent of Ministry Areas, Deaneries and Area Deans still had a formal role to play. At the same time, discussions were taking place following the successful Evangelism Fund bid. As new roles were created and recruited for, what was the right vehicle to ensure these resources were integrated with Ministry Areas? Six regional hubs were suggested as the right way forward. The idea that the Diocese might have multiple levels of operating including Ministry Areas, Mission Hubs, Deaneries and Archdeaconries felt overly cumbersome and complex. The Bishop's Leadership Team agreed that the best way forward was to amalgamate hubs and deaneries into six new regional deaneries.

The Archdeacons were asked to draw up a series of proposals to reduce the number of Deaneries and kickstart a process of consultation. A task team was drawn together that included both Archdeacons, an Area Dean, two Lay Chairs and the Secretary to the Diocesan Conference. The Task Team worked up the proposals in greater detail, settling on the attached Diocesan map of six new Deaneries, leaving the current Archdeaconries as they are and maintaining a delicate balance between the number of clerics, Ministry Areas, churches, and population in each Deanery. These proposals were first discussed in January and February with the Area Deans, Ministry Area Leaders, then with all the clergy of the Diocese present at a Continuing Ministerial Development Day, then with the Lay Chairs in April. The May meeting of the Bishop's Leadership Team agreed the proposal which went to the Diocesan Standing Committee at the end of May. Further consultation has taken place over the summer at Deanery Conferences, the Diocesan Board of Finance and Colleges of Vicars, Ministry Area Leaders, and Lay Chairs. This has led to a significant change in the proposal.

The Bishop and the Archdeacons agreed that the decision not to change archidiaconal boundaries ought to be reviewed. A new map is enclosed that responds to the different concerns raised during the consultation exercise. Cardiff retains its coherence as a Regional Deanery in its own right. The Ministry Areas of Barry, Penarth and De Morgannwg transfer from the Archdeaconry of Llandaff to the Archdeaconry of Margam to form part of The Vale of Glamorgan Deanery. The Bridgend Deanery and the Neath-Port Talbot Deaneries cohere with their local authorities. That leaves the Rhondda-Cynon Valleys Deanery and the Taff-Rhymney Valleys Deanery as pairs of neighbouring Deaneries.

This last proposal has received considerable support from stakeholders and will now go before a non-binding ranked vote at the Diocesan Conference in September. Ultimately, the final decision on the reimagination of the Deaneries lies with the Bishop. She has committed to take seriously the order of preference of Diocesan Conference. Any changes that are made will be shadowed throughout the Autumn before being formally adopted from January 2023.

Maps and Statistics of Deaneries

| Deanery | 1 | 2 | 3 | 4 | 5 | 6 |
|------------|---------|---------|---------|---------|---------|---------|
| MAs | 3 | 6 | 3 | 4 | 8 | 5 |
| Churches | 28 | 53 | 33 | 32 | 40 | 44 |
| Clergy | 12 | 14.5 | 10 | 12 | 28 | 18 |
| Population | 118,673 | 135,043 | 130,739 | 154,000 | 305,797 | 247,061 |

| Deanery | Map No. | Ministry Areas | Churches | Clergy | Population | NSM |
|---------|---------|-----------------------------|----------|--------|------------|-----|
| 1 | 2 | Afon Need | 9 | 4 | 39,559 | |
| 1 | 1 | Bro Noddfa Newydd | 11 | 4 | 34,303 | |
| 4 | 4 | Margam | 8 | 4 | 34,858 | 1 |
| 1 | 3 | Port Talbot | 8 | 4 | 44,811 | |
| 4 | 18 | Llynfi & Upper Afan Valleys | 6 | 2 | 26,664 | |
| 4 | 19 | Pedair Afon | 10 | 3 | 38,245 | 1 |
| 2 | 6 | Heritage Coast | 12 | 3 | 19,949 | |
| 4 | 5 | Penybont ar Ogwr | 8 | 3 | 54,564 | 1 |
| 2 | 20 | Cowbridge | 15 | 2 | 8,700 | 2 |
| 2 | 21 | East Vale | 8 | 1.5 | 4,213 | 1 |
| 3 | 17 | Cynon Uchaf | 8 | 2 | 26,220 | 1 |
| 3 | 26 | Cynon Valley South | 8 | 3 | 34,284 | |
| 3 | 27 | Rhondda | 17 | 5 | 70,235 | |
| 5 | 22 | West Cardiff | 7 | 4 | 64,800 | 1 |
| 2 | 8 | Barry | 4 | 3 | 54,821 | |
| 2 | 7 | De Morgannwg | 9 | 3 | 20,975 | |
| 2 | 9 | Penarth | 5 | 2 | 26,385 | |



| | | | | | | |
|-------|------------------------|--------------------------|-----|----|-----------|----|
| 5 | 10 | South Cardiff | 5 | 3 | 47,003 | |
| 5 | 30 | Cathedral | 1 | 3 | 6,228 | |
| 5 | 12 | Roath & Cathays | 4 | 4 | 57,697 | |
| 5 | 13 | North Cardiff | 4 | 3 | 35,470 | |
| 5 | 23 | Taff Wenallt | 4 | 3 | 34,750 | 1 |
| 5 | 24 | Garth | 8 | 3 | 33,024 | 1 |
| 5 | | Calon y Ddinas* | 7 | 5 | 26,825 | 2 |
| 6 | 25 | Pontypridd | 6 | 3 | 39,148 | |
| 6 | 28 | Llan | 12 | 4 | 67,922 | |
| 6 | 16 | Merthyr Tydfil | 9 | 4 | 46,882 | |
| 6 | 14 | Caerphilly & Aber Valley | 5 | 3 | 40,722 | |
| 6 | 15 | Taff Rhymney | 12 | 4 | 52,387 | |
| Total | | | 230 | 95 | 1,091,644 | 12 |
| 5 | *Calon y Ddinas | | | | | |
| | 11, 29 | Gabalfa | 2 | 1 | 19,978 | |
| | 31 | St John | 1 | 1 | 6,847 | |
| | | Dewi Sant | 1 | 1 | - | |
| | | Citizens | 2 | 2 | - | |
| | | Urban Crofters | 1 | 1 | - | |

