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**The Diocese of**

**Southwark**

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Registered Office: Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW. Charity No 249678

Company Secretary: Ruth Martin

Deanery Leadership Teams: Formation

‘The DLT would have the primary task of leading mission activity across the Deanery through planning, co-ordinating, implementing and reviewing.’ This quotation from the report of the Deanery Advisory Group emphasises the importance of the Deanery Leadership Teams. The DAG undergirds the following. The first step is the fairly obvious one of establishing the membership of the Team. The Area Dean and Lay Chair, with the help of the Assistant Area Dean if there is one, should meet for a confidential conversation to think of names to approach. In terms of personality they should be doers not talkers, optimistic not negative, team players not empire builders. In terms of attributes, self-awareness and maturity are good. Whilst having a Team full of individuals with specific experience and talent, is positive in and of itself, this is not as important as having the right type of personality. The relevant Archdeacon should be asked for any input they feel appropriate such as individuals that might be approached. It is good to ask the Secretary and Treasurer whether they would like to be active members of the DLT, or just content to perform their present functions.

I am sure many of you are thinking that anyone like this would have been made indispensable years ago! The DLT formation allows a wider context for their gifts to flourish. There will be a temptation to include people just because they would be upset not to be asked, or because they have had a particular role in the past. People do not like change; clergy can be very territorial for example. I would encourage Area Deans to be firm in sticking with original choices and see this as an opportunity for renewal. Once the DLT membership is established please contact me on duncan.swan@southwark.anglican.org this will trigger arranging a meeting for the DLT with myself and a potential Mission Accompanier. Also the AMPC need to be kept in the loop. The initial focus of this meeting is to begin/continue team formation and to begin/continue identification of spheres of mission that the Team might encourage and lead. Initially the Mission Accompaniers will be the diocesan Mission team with other people with a particular involvement in lay training and mission, such as Alison Way or James Ashton. A number of DLTs might work together for a couple of sessions. It is my responsibility to develop a system, for ensuring the right information gets circulated, and to pioneer the MA role, with the support of my colleagues in the Mission Team. We will learn as we do. In terms of the formalities the DLT will be ratified by it proposing a motion to the Deanery Synod, that the DLT/Standing Committee be appointed for the Triennium.

The construction of a Deanery Mission Action Plan is a step on this journey. Our Deaneries are in a huge variety of different situations. Some have already begun their MAPs, for some this is a pipe dream. We are not prescribing a one size fits all model. The key is that we are moving in the same missional direction, and hope to celebrate the diverse and vibrant deaneries we could become. It is hoped that at lest one deanery in each Archdeaconry will start this journey soon.

Canon Duncan Swan

Deaneries Development Adviser

25/9/2018