
Chapter

8

The Recommendations

Introduction

- 8.1 The Recommendations listed in this chapter have been described in previous chapters of this Report. Although it is helpful to have this simple statement of the Recommendations, it is vital that people read the earlier chapters of the Report and understand the roots of, and the reasons for, the Recommendations.
- 8.2 It is also important that the Recommendations are held together. To take one or two of them out of context or separate them from the rest of the Recommendations is to destroy the thrust of the Report and what it is seeking to achieve.
- 8.3 The Review Group has sought to try to make Recommendations which are **well founded and informed**, which are **realistic** in that they stand a chance of being achieved and are also **going to make a difference**.
- 8.4 Appendix 7 lists the Recommendations of the 1973 Luton Commission. It is useful to note how many of these recommendations did not get acted on. Some are repeated in this Report. The Review Group is aware that to make the recommendations is merely the first step, the stages of **reflection, digestion, acceptance and action** will take time, courage and leadership.

General Concerns

- 8.5 In making these Recommendations the Review Group has been concerned to do the following:
- a) To celebrate the commitment and range of fruitful ministry in the Deanery of Luton.
 - b) To celebrate and support the ministry (both within the Church and in the 'world') of all members of the Deanery
 - c) To acknowledge and address the need for support and encouragement in the Deanery.
 - d) To help encourage collaboration and partnership, and respect and trust within the deanery and with the wider diocese
 - e) To encourage partnership with other denominations, faiths and other agencies
 - f) To address the challenges of the future with imagination.
 - g) To keep recommendations realistic and realisable.
 - h) To remind the Diocese as a whole of the priority of mission and ministry in Luton.
 - i) To suggest ways to increase the range of ministry in the Deanery.
 - j) To suggest ways in which more resources can be made available for the Deanery.
 - k) To seek to tackle situations which need to be addressed.

Recommendations about People and Ministry

(See especially Chapters 5 and 7)

1. A Deanery portfolio scheme should be introduced. Portfolios should be the equivalent of 1 or ½ a day per week and be funded from outside the Deanery. (See 5.21 and 7.8- 7.14)
 - The portfolio scheme should be managed by a Deanery Portfolio Adviser. (see 7.14)
2. Active steps should be taken within the Deanery and by the appropriate Diocesan officers and boards to encourage the deployment of more **non-Stipendiary Ministers and Readers**. (see 5.5 and 5.7)
3. Strong consideration should be given by the Diocesan Deployment Group to increasing the number of **first post Curates** in the Deanery. (see 5.6)
4. Six Deanery Advisers should be appointed to **support and develop the ministry of all** in the Deanery as part of the portfolio scheme.
 - A Deanery Lay Training Adviser (see 5.2)
 - A Deanery Parish Officers Adviser (see 5.3)
 - A Deanery Vocations Adviser should be appointed as part of the portfolio scheme. (see 5.8)
 - A Deanery Ministerial Training Adviser. (see 5.9)
 - A Deanery Clergy Support adviser (see 5.10)
 - The Deanery Reader Adviser (see 5.10)

5. The Rural Dean should not be a full time appointment but should come under the portfolio scheme and be seen as team leader. (see 7.15)
 - The Rural Dean should receive paid secretarial help. (see 7.15)

Recommendations about Pastoral Organisation

(See especially Chapters 2 and 6)

6. The Deanery of Luton should adopt a structure which brings parishes together into **areas for mission and ministry**. The recommended scheme of 10 such areas is described in Chapter 6. Such a scheme should be seen as an essential foundation for the future and not as an optional extra. (see 5.5, 6.1, 6.66-6.79)
 - The Deanery of Luton should substantially remain as a **single unit** and not be divided into two. (see 3.3 and 3.5)
7. There should be four new united benefices.
 - St Christopher Round Green and St Anne (see 6.26 & 6.30)
 - St Matthew High Town and Christ Church Bushmead (see 6.9 & 6.39)
 - St Saviour and St John the Baptist, Farley Hill (see 6.15 and 6.46)
 - Caddington All Saints and Woodside St Andrew. (see 6.11 & 6.58)

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8. Three parishes should be transferred to other Deaneries.
- The proposed united benefice of **Caddington and Woodside** should be transferred to the Deanery of Dunstable. (see 6.11-6.13 & 6.58-6.60)
 - The parish of **East Hyde** should be transferred to the Deanery of Wheathampstead and be incorporated into the parish of Harpenden. (see 6.62)
9. Some other **boundary alterations** should be made, involving **Woodside, St Paul's and St Mary's**. (see 6.13, 6.37, 6.43 & 6.44)
10. The Pastoral Committees of the Deanery and the Diocese should study the impact of the **proposed new housing** in the north of the Deanery. (see 6.83)
11. Six **Deanery Advisers** should be appointed to help the Deanery develop **new ministries and partnerships** as part of the portfolio scheme.
- A **Deanery Schools Adviser** (see 7.5)
 - A **Deanery Interfaith Adviser**. (see 7.22)
 - A **Deanery Community Projects Adviser** (see 5.22 and 7.24)
 - A **Deanery Sector Ministry Adviser**. (see 7.7)
 - A **Deanery Civic Links Adviser**. (see 7.26)
 - A **Deanery Parish Links Adviser**, (see 7.27)
12. The **ecumenical life** of Luton should be broadened. (see 7.18)
- The possibility of providing a **Christian 'voice'** should be investigated. (see 7.19)
13. The profile of the Deanery of Luton should be increased.
- The possibility of a visit to Luton of the Archbishop of Canterbury should be investigated. (see 7.28)
14. The possibility of a **Christian school**, or an **interfaith school** should be investigated. (see 7.5)
15. Possibilities of **community projects and partnerships** should be investigated. In particular
- A **youth Training Project** (see 7.5)
 - A **primary health project** (see 7.4)
 - **possible interfaith partnerships** (see 7.23)
16. Possibilities for **new sector ministry and chaplaincy** should be investigated.
- A **Town Centre chaplaincy** (see 7.6)
 - **Discussions** should be held with the **Workplace Ministry Team** about implementing the strategy document in Luton. (see 7.3)

Recommendations about Sector ministry and Partnerships

(See especially Chapter 7)

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Recommendations about other Resources

(See especially Chapter 5)

17. Two Deanery Advisers should be appointed under the portfolio scheme to help release and utilise resources in the Deanery.
 - A Deanery Stewardship Adviser. (see 5.20)
 - A Deanery Buildings Adviser (see 5.17)
18. The Diocesan Parish Shares Committee should review the present parish share system; it should study the effect of the flat rate stipend contribution on smaller congregations such as those in Luton. It should also revisit the stipend contribution for first post curates. (see 5.18)
19. The outstanding parish share shortfalls in the Deanery should be written off. (This should be done on the understanding that parishes will meet with the Archdeacon to agree plans for future budgets and with the Diocesan Stewardship adviser to discuss future planning.) (see 5.19)
20. Funding should be found from outside the Deanery in order to fund the proposed deanery portfolio scheme. (see 5.21)
21. Parishes should be helped to apply for external funding for community projects. (see 5.22)
22. Two church buildings should be closed and the sites redeveloped. Suitable self funding schemes should be sought which would allow for smaller and flexible centres. The schemes should be planned together. (see 5.13, 6.40 & 6.48)
 - St Matthew High Town
 - St Saviour
23. The closure of Holy Trinity, East Hyde should also be investigated. (see 5.14)
24. A scheme for the redevelopment of the site at All Saints' should be investigated to provide for a deanery and community centre. (see 5.15)
25. Parishes should consider possibilities for the shared use of buildings under a Local Ecumenical Project. (see 7.20) In particular,
 - High Town St Matthew. The possibility of sharing the building of a neighbouring church, as an alternative to the provision of a new centre. (see 6.40)
 - All Saints', Bury Park. The possibility of a joint venture with local Methodist church. (see 6.22)
 - Farley Hill. The possibility of welcoming the local Methodist congregation. (see 6.17)