

### 3. Deployment of staff

#### Resourcing Strategy

Covering stationing and priorities in stationing; policy re District use of the resource of people, both lay and ordained; authorisations for the celebration of Holy Communion, for ministers of other denominations to serve;; extensions of Local preachers' period on trial.

This strategy aims to allow for those with particular gifts, skills and training to use them; to enable particular pieces of work to be undertaken (by way of secondment, for example); to recognise that ministry isn't limited to the maintenance of the institutional Church, whilst at the same time valuing and affirming those called and committed to what might be termed 'traditional' ministry

When we speak of ministry we must get away from speaking only of the ordained. If we are to engage effectively in mission and evangelism then this will be a whole Church activity, lay and ordained in partnership, the whole people of God. When we speak of available and deployable ministerial resource then this must include those called to lay ministry in all its aspects.

We will need to recognise and accept the fact that if we are to engage effectively in mission and evangelism hard choices will have to be made about where our resources (money and people) are focused. Those resources will have to be focused and in consequence decisions will be made that will be considered unfair on some situations. This strategy aims to set out clear criteria for those choices. However, through its resourcing strategy the District will always seek to:

- support and affirm the value of existing work which focuses on mission
- encourage and support mission orientated work in Churches and Circuits which lack financial or other resources
- encourage fresh ways of being Church
- support community development and action for justice, especially among the most deprived and poor – in Britain and worldwide

At any time that the District is asked to give consent for the employment of a lay person by a circuit, or to contribute funding to such a post, or to consider the stationing of a presbyter or deacon the circuit will be invited to demonstrate:

1. That it has clear and specific plans for mission which will be carried forward by this appointment in ways which are clearly described.
2. the extent to which a particular presbyteral or diaconal appointment involves special work, new initiatives, continuing recent initiatives, responding to exceptional pastoral situations.
3. how heavy a burden would be left for other staff, (including probationers, recent ordinands and new superintendents; and in view of health issues, travelling distances, number of churches and members, and other commitments e.g. chaplaincies) if the post were not to be filled.
4. How far there are special factors that ought to be taken into consideration: e.g. demographic, social, economic (treating rural and urban needs as equally significant).