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# DRAFT Minutes

## Penwith Deanery Synod

### 28th January 2026 @ 7pm,

### St Pol de Leon Church, Paul.

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#### **Attendees:**

Revd Adam Thomas - Strategic Rural Dean (SRD) [Land's End Benefice & St Pol de Leon]; Kay Short (Associate Lay Chair) [Gulval & Diocesan Synod] John Underhill (Lay Chair) [St Pol de Leon]; Lesley Michell [St Mary's]; Tim Bedward [St John's Penlee Cluster]; Victoria Howard [St Mary's]; Jane Howells [St Hilary]; Dr Anne Hicks [St Ia]; Dr Andrew Hicks (Observer, St Ia); Ann Hamlin [Marazion]; Julia Greig [Marazion]; Caroline Attwood [Diocesan Synod]; Revd Leslie Attwood [PTO Rep]; Marilyn Bowden [Carbis Bay]; Bernie Burns [St Uny]; Mike Laramy [Carbis Bay]; Steven Clothier [Ludgvan]; Julia Havard [Ludgvan]; Katherine Baxter (Observer, Lay Community Chaplain Marazion Methodist); Chris Kingshott [Pendeen]; Marna Blundy [Pendeen & Morvah]; Katrina Taylor [Sancreed]; Catherine Penhaul [Zennor]; Julie Curtis [Towednack]; Revd Jo Thomas [Madron, Gulval & Heamoor]; Toni Burt [St Just]; Peter Rogers [Pendeen]; Revd Karsten Wedgewood [Penwith Pilgrims Benefice]; Mary Wooding [St Pol de Leon]; Jane Haward [St Pol de Leon]; Christa Sirl [Halsetown]; Sarah Rees [St Elwyn's]; Michelle Porter-Babbage [Godrevy Benefice]; Revd Debbie Harris [Godrevy Benefice]; Bridget Hugh-Jones [St Levan].

Minute taker – Sarah Cashmore - Deanery Administrator/Secretary.

#### **Agenda item 1 – Welcome**

Kay (ALC) welcomed everyone to the meeting and explained that Associate Rural Dean (ARD), Chris, had been scheduled to Chair the meeting but is unable to be present and so Kay will Chair the meeting in his place.

#### **Agenda item 2 – Opening Reflection and Prayer**

Adam led Synod in evening prayers and readings from Psalm 21; Hosea 5 and 1 Cor 10.

#### **Agenda item 3 – Apologies received...**

Karen Gibson [Paul]; Father Jeff Risbridger [St Hilary]; Fiona Vinnicombe [St Buryan]; Margaret Stapleton [Gwinear]; Caroline Amos [St Buryan]; Jay Fowler [St Ia]; Andy Freeman [Madron]; Helen Purchase [St Erth]; Gilly Wyatt-Smith [Zennor]; Rev Chris Butler [Gulval & Madron Benefice]; Rev David Stevens [PTO Rep]; Rev Dr Nick Widdows [St Ives Benefice]; Christina De Vries [Gulval], Tracey Worrall [Gwithian]; Jeremy Lavis [St Just]; Simon Hodgson [Sennen].

#### **Agenda item 4 – Minutes of previous meeting held on 29<sup>th</sup> September 2025 and matters arising.**

There were no amendments to Minutes of previous meeting held on 29<sup>th</sup> September. Proposed as an accurate and true record by Lesley Michell and seconded by Rev'd Debbie Harris. Minutes signed & dated by Kay.

Vicky (St Marys) referred Synod to Agenda Item 9 in the previous Minutes... *“Synod previously agreed two Children’s Youth and Families Worker positions would be financed in Penzance and in Hayle... Clive not saying that all decisions made by this synod are no longer valid but there are lessons to be learned.”*

The lessons to be learned referred to the CYF posts that had been working across the Deanery. The two posts that were proposed for Hayle, Madron & Penzance are completely different, they had the support of other parishes within the Deanery, who had forfeited having the workers present themselves in order to secure the posts for Hayle and Madron & Penzance. Both posts now appear to have completely come off the Plan to be replaced by something that we will be discussing later? Lesley was flagging up that the two posts have disappeared.

Kay advised that this will be discussed later.

### **Other Business not Agenda’d – elections to fill Deanery Synod casual vacancy for St Uny Church and regarding Standing Committee**

Nomination had been received to fill a casual vacancy for one of our parishes. Kay advised that Bernice Burns was willing to fill the casual vacancy of Deanery Synod rep for Lelant. Her election now, will mean she is able to participate in discussions and vote on Deanery Synod prior to the APCM elections and the start of a new deanery synod triennium later this year.

Bernie vacated the room in order for Synod to vote. There was a majority in favour with no objections and 3 abstaining. Bernie was welcomed onto Synod with a round of applause.

A second non-Agenda’d item is the election of the Standing Committee as agreed at the last meeting. There had been no nominations because it was not included on the Agenda. The Standing Committee is made up of the Chairs, the Treasurer and the Secretary as well as other synod members. It will be very short term, again because the new triennium starts in July following the APCM’s, when a new Standing Committee will be elected again. Kay asked members to think about nomination to Standing Committee, the purpose of which is to transact business between Synod meetings, prepare Agendas, and act as Missions and Pastoral Committee to the deanery and to co-ordinate the mission of the church across the deanery. If anyone would like to be involved, we will come back to this at the end of the meeting.

### **Agenda item 5 – Safeguarding update**

There were no safeguarding updates.

### **Agenda item 6 – Matters (if any) referred to Deanery Synod by**

- General Synod
- Diocesan Synod
- Deanery Parishes

There was no information received from General or Diocesan Synod Reps and nothing referred for discussion from the Parishes.

### **Agenda item 7 – Synod vote to approve suggested timescales and processes as detailed in the following paragraphs of Adam’s report to Synod...**

Adam hopes people have read the paper. Wishes to give context to it especially as some things have been raised tonight. Reiterated that it was agreed that the previous Deanery Plan was to be completely revamped, that is what was agreed at the last meeting. What was agreed would remain, is the number of clergies, there is not going to be another reorganization, and the number of clergies will not change. Everything else, (because the Plan was by most people’s agreement, not representative of where people were

at or where we needed to be) is to be completely reset. The process now is to 'reset' what needs doing in order to move forward. That is what the day in November was all about.

The issue that Vicky raised regarding things previously agreed, and which would mean committing nearly all the annual money available to two projects, is not something that is 'rolling over'. Adam is sorry if this not realized on the day because it was certainly what day was about - a complete reset of priority areas. The need to work together more closely and to agree detail was also very clear. Adam will outline the new priority areas and then give time for Synod to discuss.

Firstly, in 'resetting' there was difficulty in getting agreement from the Diocese because there is a need to be 'carrying on'. But the Plan was not real – not happening in the way it should have been, and we were not spending the money as we should have been. When talking to churches, the Plan didn't seem to represent what they wanted. On the reset day some real clarity developed over three specific priority areas...

1. **Intergenerational Growth** – There is recognition that 'growing younger' e.g. children and young people, is a priority area, but to do this we need people who are not so young who can 'seed' young people from within, and many of us need help with this process.
2. **Better use of resources** – how can we generate more funds from the resources we have? How do we look after our buildings and how might we use our resources in ways that generate growth. The original plan focused on employment of one person – a Kingdom Enterprise Officer. The decision against this proceeding = because there is already lots going on that we can learn from, but we need to share better, to collate information and make it more easily available. One person would never have all the skills needed to meet the needs of individual locations, therefore bringing people in with the relevant expertise to work in consultancy, is a better use of resources not least because recruiting people here is hard.
3. **Improved patterns for ministry** – how we operate. When do we have our services and where, the types of service we hold, establishing more enquirer courses where people can come with questions, discipleship courses, how might we pilgrimage together? Patterns for worship includes looking at how we train lay people and continue training for people that are ordained.

These are the three areas that came out of the Resetting Day.

We recognise that a lot of the work we need to do is about capacity building and groundwork and when considering all the ideas that came from people, the suggestion in the paper is to look at some early wins. Therefore...

Starting almost immediately, a **small grant scheme** will be available capped at £500 and every parish can apply. We suggest £10K per annum is available for as many as 20 churches, but if 26 parishes apply could make £13K available. This to be used against intergenerational growth, improved patterns for ministry, marketing and communications, or a parish scheme or celebration that prioritises growth. While a small financial amount to some, not so small for others and aims to give encouragement for people to try something, without fearing it has encompassed huge amounts of money if goes wrong!

In terms of **resources**, we are aware that we need to audit across the whole deanery to find out the different times and types of service that take place. What intergenerational work is already in place. Discussions identified 22 different types of intergenerational work are presently taking place across the deanery, which many people don't know about.

Look at spirituality and discipleship programmes, enquirer courses, outreach activities both social and evangelical in nature, what partnerships are there? What income generation is already there? We can do this internally, having recognised that emails are not always the best way for many in our parishes, we are committed to coming out in person to collect the data, collate it and (with permission) share it. Will facilitate inter-parish visits so that once we have the information, people can visit other parishes to see how their neighbours are doing things, and vice versa.

Any parish that wishes, whether those in vacancy or other unusual situations, can ask Sarah to organise their worship rota, co-ordinate PTOs and others within the parish to put together a Programme for led worship. Those who are happy doing this themselves can carry on, but we are offering this service, not least because several parishes said they were struggling with it. Normally people ask Sarah for an up-to-date list of contacts and Sarah checks that details are up to date before sending out. Hopefully this will make things easier and cut to-ing and fro-ing of emails.

Mary asked whether Sarah would have help as a lot of work seems to be heading her way? Adam concurred that help will be available and level of working will be monitored, but for the moment we will see how it works out. The same type of thing for parishes who want help with booking weddings, baptisms and possibly funerals, (although funerals are often a much more local arrangement), we will use the CofE 'I Know Church' software which any parish can download and have a direct link to access. Sarah will have access and can liaise with each individual parish and ensure that everyone is responded to.

Propose to engage, on a consultancy basis, faith-based organisations with expertise to consult and work with benefices regarding resources and potential opportunities, particularly income generation/saving money. Each church will have initial discussions re: available assets, thereby ensuring allocation of the right consultant to partner with. Propose that five/six parishes use this opportunity per year and over five-year period of Plan every single church will have had this opportunity. This is sensible working, to ensure that everybody by end of process, has had opportunity to look at what they can and can't do. There is inbuilt here, obvious suggestion that we help one another and parishes that have means to help because they have just undertaken a similar project will advise/help other parishes within deanery. This is principle we are working on.

**Patterns for ministry** – in the audit we want to find out what parishes are doing. Who is running Alpha, Enquirers and Seekers courses, who has run them previously and where are they available throughout the deanery so that if churches don't wish to run a course, they know where the next one is and can promote it.

**Spirituality/discipleship** – the audit will advise what is going on where, and this will be available on a new website so that people know exactly what is going on, we can also then monitor gaps. Aim is to develop and deepen our faith and relationship with God, for some people it might be Bible study or prayer groups, for some attending a course, for others it might be pilgrimage. Whatever it is, we need to ensure it is captured across the deanery and encourage a willingness to cross parish boundaries and support each other.

**Training needs** – We identified on the day there was a definite need for training to be made more available locally. Adam has raised this with Diocese, and they are 100% agreed, wishing to put on local courses. For example, they recently enquired if people in deanery wish to undertake pastoral visitation course locally. We will gather responses and forward to Diocese in the hope that the course will be offered face to face. That is the principle moving forwards, to have more locally available training. We also identified that some of the training on offer isn't very good and raised this issue with colleagues at the Diocese some of whom responded to ask how they can improve training. There is a positive wish to improve, and we need to collaborate to make the training more available.

**Coming Together** – Intention to hold three major Deanery worship days this year. Propose to hold a 'Children & Young People' focused day; a 'Music' focused day, and 'All Age Ecumenical Worship' focused day. We will need volunteers willing to help put these together. Each with a budget of £1500 per event to help purchase portable PA equipment, possibly for transport or even to bring someone in to run the particular event, the money paying for their travel and accommodation.

**Intergenerational growth.** In addition to sharing good practice and ideas from the audit, propose engaging on a consultancy basis, faith-based organisations to work with five or six churches per year to develop intergenerational growth, particularly focusing on children, young people, and projects to link schools and churches, also to look at recruitment and retaining volunteers for this type of work. Proposal not dramatic but is more sustainable way of bringing people in to work with parishes and develop ministry/worship with children and young people.

Regarding 'paid workers', we've received three proposals all wishing to appoint paid workers. These proposals want 150% of annual available money, we do not have the money to pay for all three. This an important area and Adam doesn't believe it right for the Chairs to decide, so proposing to immediately set up a task group to decide what 'good' looks like and against which, proposals will be measured. Is very keen to receive proposals as expects the Diocese to make much more funding available for intergenerational growth in the next 18mths to 2yrs (the national church is mindful to support dioceses like ours and so we are getting ourselves prepped for that launch). Needing to be outcome focused, to question – what does that mean, what has it achieved? Need to be quite hard about this because we will be spending a lot of money on it, it's not just about activity but what has it achieved? It's ok therefore to take a harsh approach to things that didn't work previously. He doesn't feel we are in a position to commit 150% of funds now, we can pray and hope we get it but understands that this is bad news for those parishes that need money now.

Michelle (Godrevy) raised a correction, where item 3.5.2 of new Deanery Plan Development paper outlines *"We have been approached for financial support for two existing schemes. One in the Penlee Cluster that works with Families and Young People and the other an ecumenical youth project in Hayle"*. This needs correcting as the funds requested are for a full-time family and youth worker working across Hayle, not only on one single project on a Friday night, this only a small part of the role. Adam thanked Michelle for highlighting this, it is important and since paper was written there has been a further request from St Ives. Adam hopes that at least eight projects will come forward and to eventually fund them all, but the deanery cannot fund them all at this time.

Vicky (St Mary's) understands the plan was reset on planning day but there is nothing in the notes of the day to state the two posts that were promised, are going to be abandoned. These posts were to be based in the parishes with the areas of highest deprivation, this was agreed, and it now sounds like these are being thrown out of the window! These posts were not mentioned on the day, it seems to have happened since the planning day, it was not at all clear.

Adam feels it was very clear on the day, apologised if others didn't think it was made clear enough, it was explained that none of the things in the original plan were absolute commitments and attendees did go through this on the day. The previous plan 'ended' on that day, and we approached discussions even though hard to do, knowing that we were 'resetting' way forward. These two projects are great, and we need to find ways to support and fund them, but we cannot give all the money to just two projects. It is not the way to move forwards. The proposal is that this year we allocate a maximum of £30k, approximately a third of available money, to these projects. It may be that once shared out, it isn't enough for anybody and we will have to measure in light of outline criteria that the new task group will develop. Propose asking someone from Diocese, someone from local authority together with members from Synod to be on that decision group.

Michelle (Godrevy) stressed total agreement with Vicky. She is and has been completely unaware that these agreed projects were now out the window having not heard of it until receiving the paperwork for this meeting. It is completely new news and this the first time she has heard it spoken of. She has consulted with Alex O'Byrne and spoken with the Archdeacon about the redeployment of the LICF worker because a financial commitment had been made to employ for three years. Had Nat not resigned due to other unfortunate issues, she would have still been in post, the money would have been ringfenced and the funding would have continued. The away day was a wonderful day, but she must have had deaf ears because she certainly had not heard this being said.

Adam is sorry that Michelle feels this way, they had met and talked before the Nov meeting and he believed this had resulted in the proposal Godrevy had forwarded? He reiterated that he had been as clear as possible without saying that everything gone before was null and void, but that we were starting from scratch. He agreed that if people were still in post the money would have continued but believes it somewhat beneficial this is no longer the case. Now is time to make judgments that are for long term and will have biggest impact, and for those who were going to have projects funded this is very hard, but we have to make hard decisions in order to move forward. There is more money coming, for work with children and families and he acknowledges that this doesn't meet the present timescale to help these particular projects, but the new deanery plan has to focus on what majority wish to prioritise, growing children in faith came out as a major priority.

Next steps are to undertake the audit between now and May. Adam stressed a massive thank you to all those on previous Deanery Implementation Team (DIT). He has been made very aware of how tough the task had been for those on the DIT, was grateful to the people who had been in contact to tell him how they felt about the work of the DIT. The DIT work undertaken had also been praised at the away day in November and a wonderful job was done including increasing priestly recruitment from four to eight, meaning he, Chris and other priests are now in post because of it.

Synod needs a fully functioning DIT and there is need to reform it in accordance with the skills needed to fulfil the new plan. Some previous DIT members may wish to carry on while others may wish to finish, but please let Adam know. A new DIT will be formed made up of skills and expertise from volunteers including perhaps from outside Church. It will have three arms or working groups, one each for Intergenerational Growth, one for Patterns of Ministry and one for Resources. Into these groups we will invite people possibly from education or social work. There may be people you know who may wish to help us? The job of the DIT is big because the next stage is to look at emerging projects and we need to know how to measure them, the

measures will be brought back to the Synod to be agreed. From now on the DIT will only implement what Synod agrees. It is a big task for the implementation team!

The paper does include a mistake – stating we will hold a meeting on 28<sup>th</sup> February, however Diocesan synod is being held on that date. We will send a new date out, soon enough to get the ball rolling. Please talk about all of above with the people that you are sitting close by and move around as necessary to chat it through, we will then have questions.

### **Synod broke into small groups for discussion.**

Adam then opened up a time of questions...

Katrina (Sancreed) asked is there a database of service times for the different churches across the deanery? Our Church services often run at same time, but some people may wish to attend a different 'style' of service elsewhere outside of their normal service times. Similarly, a 'contacts' list of people and numbers across the different churches that people can phone to enquire if a particular service is being held. Is this information available and if not, can it be made available and shared? Adam advised that the website 'A Church Near You' (ACNY) is already available and every church has ACNY page on which this information is publicly available. Sarah is also going to help in updating ACNY sites. Going forward our website, Facebook page and other social media pages will be used to ensure this information is publicly available. It is good to see what other churches are doing.

Toni (St Just) feeling Inspired, only second meeting attended and very excited about what has been said. Very good opportunity and time to get thinking caps on with our PCCs and our church as a whole to think about what we can do.

Anne (Marazion) in regard to Intergenerational Growth. Young people not necessarily going to want to attend our churches. Need more people to kick a football around, set up games etc. Methodist Church has a games evening that is popular. YMCA did similar in PZ and was successful. Need to build relationships and then young people may feel church not such a bad place to visit. Adam in agreement. When talking about intergenerational work, this doesn't just mean children and young people but ALL ages. We need to consider different approaches and seek help from people with experience who are able to help us in this outreach and ministry.

Anne - hopefully if the experience is positive enough, the youngsters will stick around and eventually after some years, volunteer themselves in helping with children's work. Adam agrees, need to also look at provision of outreach/services. Sunday mornings not best time to encourage children and young people to attend church as they are already busy with sports clubs etc. Adam meets monthly with a group of young people in Costa Coffee PZ. Nine of them were confirmed a fortnight ago but getting this off the ground initially, was risky – what if no-one comes, what ifs etc etc... We need to definitely look at different places, go to them and meet them where they are.

Mary (St Pol de Leon), am I understanding things correctly? Had missed most of the discussion day due to being busy in the kitchen etc. but hadn't realized that the Plan was being reset and that the Diocese had agreed this. Who is going to undertake this work? Adam – we are, it's our job! This next six months we will rewrite the plan, this body is now empowered to write the plan, change the plan and no-one but this body will be allowed to do it, and we will do it because we are the elected representatives of the churches in Penwith. Mary – and the Diocese agrees? Adam – absolutely! In fact, will be explaining the reset to the Diocesan Synod on 28<sup>th</sup> February explaining what we are doing and what the Diocese have agreed we can do. Penwith not only deanery whose Plan, written in crisis, doesn't actually represent the reality of where people are. Other deaneries facing similar situation, to carry on with a Plan that doesn't meet anyone's needs isn't right. Need time given to consider necessary changes – like increasing number of priests and have to say, whoever did those workings out is a genius, because he wouldn't be here now!

Mary asked whether there will be changes made to the DIT Terms of Reference? Having read them again recently, there is nowhere within them that states that the DIT has to bring its decisions back to Synod for approval. It doesn't say that. Adam understands that although not explicitly stated, that is the correct way for

decisions to be made. The DIT can make decisions regarding smaller issues, but in the case of much larger decisions, the implementation of which are on behalf of the Synod, Synod has to be informed and agree it, this has to be the correct way forward. Mary also queried the wisdom of holding three 'Deanery' events in this coming year. Perhaps it would be better to wait for things to settle - for us to get into a rhythm before over committing ourselves. Better to do less, well, than to do more poorly!

Jo (Heamoor) is very happy to assist with the Deanery worship days. It will be wise to share our resources across the deanery, things like copiers, coffee machines, projectors, or any portable equipment that can be used. Maybe set up a Lending Library of equipment across the Deanery also think about sharing skills resources? Adam agrees this a very good idea and it is part of the thinking behind the 'Better use of Resources' aspect of new Plan. A database of both equipment and people skills could then be set up on the new Deanery Website and if anyone knows of someone proficient in setting up websites, please let Adam know.

Jane (St Hilary), wished to congratulate the Synod leadership in getting us to a place of change. She would appreciate too, an update on the position regarding Towednack & Zennor, and Sancreed? Adam – First and foremost wishes to acknowledge and praise Sancreed – it is a wonder to see churches who are committed to maintaining provision of regular worship. Sancreed is in a unique and different position, and we have talked about what we might or might not do there. Towednack and Zennor, really do need to be in a benefice and the obvious thing to do is look around and ask are there areas that have resources and capacity? There are eight priests and twenty-seven churches which means ideally priests should have 3 and a bit, parishes to look after. Is there anywhere we know that has less than three parishes to look after? There are potentials within immediate area, but this would mean us having to take a formal process and presently not in position to do so. In meantime, we need to consider how we support these three parishes in the interim, particularly look at what they are not receiving e.g. pastoral support, linking with and communication with others, things like lent courses etc. Clergy will be discussing these issues at Chapter meetings in order to help ease the situation but it is a priority!

Mike (Carbis Bay) regarding sharing information of which he is a big advocate. Cannot understand why people don't know what is going on. He and others from St Anta People can advertise information in the avenues we have available e.g. the Deanery Newsletter? (Sarah advised people do not read it! This obvious as people email to ask for already advertised information). Mike – there are resources available that provide lots of information about what is going on, Facebook pages, social media, ACNY etc. where times of church services are advertised and shared and he encourages continued sharing of this type of information. He is also concerned about the time that we are presently in, that the work and progress of the previous CY&F Workers and all that potential has stalled somewhat and would very much Synod to get something happening in this regard as quickly as possible.

Adam agrees re: information sharing - Sarah is already doing it and knows a lot about many of our churches, having spent time getting to know churches, she is in a good position to learn and undertake the technical aspects of how and what we do for sharing e.g. the website, emails, letters, Facebook, posters, Instagram etc. however he is aware that often when emails are sent out very few people respond in answering or supplying information that is sought. If lucky, maybe a third of those emailed will respond!

Sarah (St Elwyn's) absolutely loves working with children and finds teenagers exciting to work with having been a teacher for twenty-five years. If anybody wishes to see some outreach and ecumenical youth work they are welcome to visit 'The Rec' on a Friday evening. They are there from end of school, about 3.30pm through to about 5.30pm. You can meet some of our volunteers and speak with some of our young people, but she will need to know in advance in order to ensure safeguarding is covered. The Rec is in Hayle opposite the Texaco Garage and car parking is available for up to 2 hours. Adam - there is also a monthly Sunday afternoon session at Heamoor, Families@Four; Wild Church at St John's in the Fields Halsetown, 3pm on Sunday afternoons and this coming Friday Adam will be attending Costa Coffee by Sainsburys PZ with a group of teenagers, if some wish to see what they do. We will be sharing information at a Sharing Day which will be scheduled and at which information can be shared.

Kay enquired about the applications for small grants – the paper states they will be responded to within three weeks. Who will be reviewing the applications? Adam – we will need up to five people, not all from the

same parish and people who are IT literate as discussions will take place online. If interested, please let him know. There will be a need to write a short report to confirm how the money will be used.

### Voting of proposals as set out in the Deanery Plan Paper and as Agenda'd...

- 7.1 Approval of small grants scheme outlined in paragraph 3.2. Adam proposed approval, Mike Laramy seconded. = Unanimous vote in favour.
- 7.2 Approval to undertake audits as outlined in paragraphs 3.3.1; and 3.4.4. Adam proposed, Kay seconded. = Majority in Favour; none against; One abstained.
- 7.3 Approval to plan and hold [up to] three major deanery events as outlined in paragraph 3.4. Adam proposed; Caroline Attwood seconded = Majority in favour; none against; two abstained.
- 7.4 In principle support for paragraph 3.3.4. *Propose engaging, on a consultancy basis, faith-based organisations with expertise in working with parishes...* Adam proposed; Lesley Mitchell seconded = Majority in favour; none against; one abstained.
- 7.5 In principle support for paragraph 3.5.1 *Propose engaging on a consultancy basis, faith-based organisations with an expertise in developing intergenerational and children and young people's worship...* Adam proposed; Katrina Taylor seconded = Majority in favour; two against; one abstained.
- 7.6 In principle support for paragraph 3.5.2 *That both proposals are looked into by a sub-group and assessed for viability and fit with the emerging criteria of our three priorities...and that one third of our annual spend for this year be made available for these projects...*

Vicky [St Mary's] asked will the sub-group consider the criteria of indices of multiple deprivation? Adam – that will be for the group to decide, certainly they will consider need. Michelle - for clarity is this about funding? Adam – we want to fund immediately, as soon as possible, a project or projects that are ready to run now, we don't want to hold it back but need success criteria. Michelle - will the money for these projects be from LICF funding? Adam – not this year, this is all MF funding. Tim (St John's PZ) – The document talks about the money being up to £30k per annum for three years, so if we are giving £10k per project, they will receive £10k per year for three years? Adam - Yes, where there are projects looking to employ people, this should be for three years subject to them meeting success criteria that is set. Short term, one year employment doesn't work hence our being careful about committing the money we have. At the moment we are committing one third, but that will be every year for three years.

Vicky will that money include the money left over from the Youth Workers budget, the underspend? Adam - there is no money/underspend from the old budget because we are starting from scratch, everything that hasn't been spent will be used to move on to new projects, there is no allocation. Leslie (PTO Rep), asking for clarification, a sub-group of what and whom? Adam - a sub-group from here, reporting back to here and made up of members from here. We will also ask people from the wider deanery and the local authority, people with expertise in this area, to help us with this. Leslie - do we know who they are? Adam – was due to meet with people last week but this didn't happen. Has spoken to someone within deanery, one who is already working with "Growing Younger", another with expertise in education & children and one person locally who has indicated they wish time to consider before their name is forwarded. One person has nothing to do with church, two work for the Diocese.

Kay, will we need volunteers from Synod? Adam - we will send forms out asking if people wish to get involved with the three identified areas. We will recruit some of you who wish to get involved in the intergenerational, children and young people group, onto a really quick task and finish group in order to share the funds quickly. Wishes for people to be given a quick yes or no. Kay – so

the proposal brought back to the next synod will be...? Adam – the success criteria will be brought back to Synod for approval or not. This will be separate from the DIT at the moment.

Katrina – just a little confused. Is it one sub-group that will set the success criteria, and a separate group deciding whether the proposal gets the money? Adam – We have two things going on at once. One is the arm of the DIT that will look at this, and which will set the success criteria. Getting all these people together will take a few months, which is why we want a smaller group to task and finish, just for this, to set the success criteria right away and assess the projects we have right now. This should happen by the next Synod, that is the aim. These criteria will be handed to the new emerging DIT who will confirm whether they wish it to be part of larger criteria to be brought back to Synod. Katrina – checking what is meant by ‘success criteria’, her American understanding is that at the end of a project success is determined against ‘X’, is that what it means here? Adam – yes.. Katrina – so this group of people will set the criteria to be measured against? Adam – yes, they will list the success criteria, that will be the primary way that we analyse an application and agree funds. Jo (Heamoor) linked to that the Diocese has its own ambitious but comparable success criteria regarding ‘Growing Younger’, that work has already been done. Adam – “ish” but they might be looking for a Deanery willing to be a guinea pig re: their success criteria and also develop criteria they haven’t thought of. Jo – their policies have already been written and ideas already created so we can use some of it. Adam – correct, they are looking to rewrite some of it now on basis they have looked at children & young people, but haven’t bridged the gap between them and church. Projects are going on at in some secondary schools, are fantastic but there is no way they can carry on unless funded ad infinitum, they are unsustainable. These tick box nationally but when money runs out, the projects end, and having projects stop when the money runs out is not success. We need projects that are sustainable that we keep going through large amounts of money or because they are embedded in work that is done through volunteers. We can all see why it is hard to recruit people in Cornwall!

Kay – repeat... In principle support for paragraph 3.5.2 *That both proposals are looked into by a sub-group and assessed for viability and fit with the emerging criteria of our three priorities...and that one third of our annual spend for this year be made available for these projects...* Adam proposed; Jo seconded = Majority in favour; none against, eight abstained.

7.7 *Approval to establish three implementation teams for the three areas of priority as outlined in paragraph 5 of the report. To have three sub-groups of the DIT.* Adam proposed; Seconded by Katrina; Majority in favour; none against; three abstained. All motions are therefore carried.

### **Agenda item 8 – to receive and take note of...**

- **The Lay Chair’s report on changes for 2026 to the calculation of the Maintenance of the Ministry Fund call to Deaneries (MMF Call) from the Diocesan Board of Finance.**

Kay – Apologies that we don’t have much time to discuss this.

John – this is all new to me, but thinks he has grasped the principles of the MMF call, have circulated the paper and the MMF analysis. Paper set out how he interpreted the guidance on calculating the MMF call, this has changed slightly this year. A further change that has not been incorporated in calculations yet is the credit for benefices in vacancy, since had it clarified that this covers cost of incumbent, their National Insurance and pension contribution and Council Tax - totalling approx £48K per year. For a benefice in vacancy they will get a credit for that amount. It will be applied every month and allocated to the parishes from the Diocese. They are still working out implementation, but it will be granted to the benefices in vacancy. We only legally have two vacancies at moment with the Penlee Cluster having made an appointment subject to necessary processes. Mounts Bay also in process of recruitment but at moment will receive credits and this on a month by month basis. Mention was made of Zennor, Towednack and Sancreed could be deemed to be in vacancy, although legally they are not, but there will be discussions with the Diocese about obtaining an additional credit

for these parishes. This will all add up to a reduction in what people will be asked to pay. Does not mean that everybody else will be asked to pay more, it is a new credit to the Deanery.

Regarding other allocations, LICF for 2026 has increased from £120K to £140K, quite a substantial increase. This has been allocated in what he believes is an equitable manner to the parishes felt to be in greatest need. It may or may not be right but is a starting point. As previously mentioned, he will visit parishes in coming months and in undertaking the audit we have discussed tonight, he will find out strengths and weaknesses so that we can build on strengths and support with the weaknesses. This is LICF funding, there is some MF funding that has been allocated but it is not a lot.

Debbie (Godrevy) – thinking about LICF money, previously we had decided as a Synod, and I know we have reset, but LICF money was to be allocated to the children's and youth workers. Now seem to have gone back to it being allocated across Deanery, to reduce the MMF for year. Who decided we were going to do that? Adam – no one decided, it is for Synod to vote upon, this only first passage which is why not asking for vote tonight. We know inaccurate in places, we need your help to sort that. It will come back to synod for approval or not, it isn't a fait accompli. Our calculations are in front of you, and we know not right. There is a principle that we are working on and which we have talked to the Diocese about, and a reason for it for this year which we will happily talk through. Debbie – so you will explain why it is, we are going back to what we used to do and spreading across Deanery instead of keeping it for low-income communities. Adam – it's been given on the basis of the deprivation indexes, some parishes/benefices are getting nothing, others are getting more, so isn't a spread, supposed to be on a basis of deprivation, and we know there are some anomalies and inaccuracies, so some will go up and some will go down, for instance St Ives gets no LICF! Jo – part of our incumbent's stipend is linked to LICF. Kay – sorry that's incorrect. It's Mission Funding this is related to, not LICF.

Vicky – hears what John is saying about figures needing some adjustment, but she is surprised that all the parishes in Mounts Bay, Towednack, Zennor and Paul are being allocated LICF money. She is surprised they meet criteria? John – has done his best, looked at last year's figures and brought forward figures for this year. Admits he doesn't know the parishes well enough to be able to balance them against each other. Vicky – data is available! Adam – the Diocese is helping with this because the criteria on which LICF is being nationally judged this year, is not just based on deprivation indexes. Vicky – but that is the starting point! Adam – the criteria isn't just LICF, the national church is asking this year that each Diocese provide data on different criteria. Deprivation is one but there are others e.g. the 'Pretty Poverty' Report. It is complicated, we know it is not right, but John has done a mammoth task and we need to get this right.

Debbie expressed this was not what she was referring to. Adam recognises this, reiterating that the only people that can make the decision is the Synod body. Debbie – that needs to be made really clear when we come back. Adam - it will be and is reason why it is not being voted on tonight, because it is not fit for voting on. People have the workings so will get a 'feel' for what they will be asked to pay. John will need yours and Diocesan help for actual figures.

John – some sort of provisional allocation will have to be made against the call. The Diocese needs money and it could potentially be without any from this Deanery for a number of months, this not right. Asking Parishes to make as much contribution as they can towards the call as quickly as they can. He aware that this deanery has not had a very high percentage in the past, of paying the total call and he needs to understand more about its strengths and weaknesses in order to understand where we can make the adjustments that people are talking about.

Michelle - when we sorted our call for the benefice last year, all the PCC treasurers came together to agree how it would be shared between the parishes with some paying hardly anything and other more wealthy parishes paying more. We had total figure but we decided how it was shared up within the benefice. John expressed that he hadn't appreciated that this is what had happened previously. He asked if this was the case for all benefices? Kay confirmed that this was so. John – if that is the case, he is happy to go back to the eight benefices and allocate on the same principle of allowing benefices to make their own decisions. Happy to go on talking about this but would rather ask the meeting to take note of his report and the allocations therein and come back to vote on it later. Does Synod accept that? There was agreement from Synod and thanks.

Adam – there is a principle here. You will see that most MMF is reduced this year compared to last year and our aim is that within five years we will all be able to pay our MMF without LICF. This is why we want to

employ consultants to help us. LICF not forever. If any parish can pay more, perhaps offer their LICF to support other parishes and Adam is aware there are presently parishes who are doing this, that is the principle we are working towards. Our aim over next few years, is to reduce the amount we rely on external funding, and we fund ourselves. Vicky – who gets to keep the LICF? Kay – hopefully this will be used to go fund other projects. Adam – this year, we need to see what everyone is doing in the audit, and we can report that against LICF, we don't presently have a baseline and so we can't report what our funding is doing.

### **Agenda item 9 – Any other business**

Marilyn (Carbis Bay) – Propose we please have a roving mic if meeting in a church in future. Very difficult to hear what people are saying. Adam – we should have had two roving mics tonight but they are locked in back cupboard and someone has gone away with the key. The amplifier is also in there and so very sorry not to have the help of these tonight.

Kay – we said at start of meeting that we come back to discuss the standing committee but thinks what will be better to do, is to ask for volunteers when we write around and we will set out what it is that people will be needing to do. Is everyone happy with this suggestion? Synod in agreement.

The next Deanery Synod meeting is on Wednesday March 11<sup>th</sup> 7pm at St Anta Church, Carbis Bay. Dates have also been sent for rest of year so please make sure to prioritise these and put them in your diary.

Adam – would say that at the next meeting we will be asking to extend the contract of our administrator. We will do so whereby she is not present for the vote, but you will have noted that most of what we have voted on tonight relies on our having an administrator. At that meeting we will be voting in regard to two day's funding from the Deanery and one day's funding from the Strategic Rural Dean's budget for administration.

Adam finished the meeting leading Synod in night prayers and quoting Thomas Aquinas – “everything I have written and everything I have read is like straw compared to an encounter with God”.