

Deanery Plan

Trigg Minor and Bodmin

Version Number and Date 2 - June 2022

Approved by Deanery Synod 27 July 2022

Endorsed by Bishop [Date]

Rural Dean Paul Holley

Lay Chair Robert Pearce

Please see the accompanying guidance notes for help to complete the Deanery Plan (Note 1 refers to the title page)

PROCESS FOR THE CREATION OF THE DEANERY PLAN

Note

1.0 Consultation

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- Benefices engaged with the process in a variety of ways. Some used established forums such as wardens or ministers meetings. Others set up working groups to develop wider responses to the On the Way initiative.
- Surveys were distributed to gain congregational and community feedback. Some clusters were able to distribute these widely within their communities and thus produced detailed quantified analyses of the responses.
- Benefice responses were presented to the Rural Dean and Deanery Standing Committee.

DEANERY PLAN

Note

1.1 Vision & Mission Priorities

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- Growth in faith and church membership
- Greater collaboration within and between clusters
- Growth in mission initiatives, particularly amidst low income communities and between church and schools.

2.1 Who we are

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- There are 6 ministerial units, with 22 parishes and 34 churches spread across 188 square miles.
- The largest town is Bodmin, with Wadebridge, Camelford and Lostwithiel as smaller towns.
- Population is around 46,000 but rising across the deanery
- Church attendance across the demographics is in line with the diocesan average

Deprivation rates are above national average, with some communities measured in the bottom 10% and 20%

2.2 What people say about us

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- Clusters devised surveys which were distributed to both parishioners and the wider community
- Responses are held on the deanery virtual noticeboard: <https://padlet.com/smithrb6249/ar3csi5r6m9lmeir>

2.3 The issues we are facing

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- Declining congregations are due in part to the average ages of parishioners and more recently the effects of Covid restrictions, although some parishes are now showing signs of growth again.
- The missing generations of families have drifted away from the traditional church.
- The need to prioritise support for our mission in the areas not currently being addressed by our traditional models of ministry.
- Contemporary crises with costs of living and health
- Detailed answers can be found in the fruitfulness reports from each cluster

2.4 Our current fruitfulness & sustainability

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An account of fruitfulness in the clusters and parishes

Each of the 6 clusters of the deanery undertook a review of their work to help reveal the extent of their fruitfulness in ministry and mission. Uncovering this wide range of activity proved to be an encouraging exercise at a time when it is assumed that churches are in retreat.

The image of a tree inspired some of the clusters. Many of them described the deep roots that give them a treasured place within their communities. The reviews also identified the operational branches of church life that yield their fruit in due season. This summary draws from those reviews to address the key priorities for On the Way.

The Poor

All clusters report that they have poor and deprived areas within their communities and are working to support those communities. Several clusters have diverse groups of parishes, ranging from town churches to entirely rural churches, with little or no housing nearby. Areas of support include distribution of

food, household items, community larder, lockdown activities and offering pre-loved clothes for free. Also support for foodbanks (food and volunteer time) and homeless charities (St Petroc's Society). Churches also hold cafes for the old and vulnerable and other social gatherings plus pastoral visits. Comment was made that many retired church members are time rich and money poor and are willing to offer their time when opportunities are presented. A piano project allows anyone in a parish or school to learn to play the piano with no charge. One church offers morning communion followed by breakfast which has attracted homeless people. Another is researching the possibility of offering temporary refuge in the church for the homeless.

To further the work there is a feeling that there could be more collaborative working across the deanery. Each cluster is striving to meet its own particular needs which include isolation, physical poverty, mental, emotional and spiritual health. Creating networks of care for older people are on several future plans. All projects seek to develop further opportunities to connect and support families while conscious of the key mission to spread the gospel.

Schools, children and youth

*We want **our** church to stay open as it's been part of **our** school for hundreds of years; where will we go for our services if it closes? We don't want it to be turned into houses; lots of people try really hard to save our church; what will we have left to show our own children?*

There are 25 (7 CofE) primary schools, 3 secondary schools and one further education college in our deanery. The largest worshipping community in many parishes is the local primary school. Some churches have very close weekly symbiotic links with their schools allowing both to grow and benefit from the experience. School staff are on the electoral roll and the PCC and members of the PCC are Governors of the school. In some cases the children feel comfortable with church and know the names of the church officers and they know the names of the children. The school forms a direct communication link with the community, particularly the missing generations.

Many churches have 'Open the Book teams', 'toddler groups', Eco Groups, creative care champions, outdoor church, Christingles and 'messy church'. Others have 'fresh Expressions' (Scout and Guides, Duke of Edinburgh awards, Hand and tower bell ringing, science clubs etc), international links to overseas schools and communion before confirmation. Where the activity is run by their own parish church the impact of the activity and growth on that church is greater than when it is done on a cross benefice grouping.

Discipleship

Throughout the Deanery, discipleship is grounded in the lived experience of the Christian faith; through worship, prayer, bible study and service to the community. It is evident that churches take advantage of their unique settings, history and diversity to grow discipleship in ways apposite to their situation. The range of worship is extensive. It occurs throughout the week, led by both ordained and lay ministers and encompasses the church buildings, indoor secular spaces and outdoor worship. Many churches make comment about the challenges of on-line and other worship during the pandemic and the joy at reaching those who may otherwise not have connected with faith.

Many clusters have links with their local schools and all use these and the opportunities afforded by baptism and other occasional offices to engage with children, young people and families. For many, this is the beginning of their walk with Jesus. Most clusters also report active house groups and/or study

groups together with courses for explorers, such as the Alpha course. Again, addressing the challenges of the pandemic has enabled new opportunities to be explored, engaging with others in a different way.

Within the Deanery, discipleship is sustained and encouraged through the ministry of all, dependent on their gifts. The stipendiary Parish Priest within each cluster is an essential and pivotal part of ensuring that discipleship can continue to grow.

Community Life

In a survey sent out by one of our parishes to its community (which garnered over 70 responses) over 80% of the respondents indicated that the Church's links to the Community were important to them. Reports from all six clusters indicated that a considerable amount of outreach into the community is taking place and it is impossible to do justice to this in a brief summary. Reference to the reports of the clusters on the Deanery Padlet gives a more detailed view.

One common thread that appears across our Deanery is the setting up of social gatherings accompanied by provision of teas/coffees and food. An example is one parish which runs a weekly Community Café which enables 35 to 40 people to gather and share convivial conversation over a drink and light lunch; no charge is made for the food, but generous donations have raised several thousand pounds for future social ventures.

Fund raising events ranging from traditional church fetes to a dog show and fashion show, provide not only a mechanism for raising money for the upkeep of the Church, but for the community as a whole to gather together in God's house for shared companionship.

Many of our churches have excellent acoustics and provide an ambience which is attractive to third party organisers of concerts and creative arts ventures, which once again raise the profile of the Church as a centre for Community life.

Outdoor services and services in unusual locations (like barns) increase the scope of the worshiping community of our churches, as well as providing "safe" environments during the Covid-19 pandemic.

Both our regular parishioners and the wider community in our towns and villages are very appreciative of the work being carried out by volunteers in our churches to support the community and broaden the reach of God's kingdom.

The Global Church

From early in the Bronze age, Cornwall has had worldwide connections along the ancient trade routes to Asia, China, Africa, and Europe. Our place names and our saints' names can be found in the Mediterranean, Iberia, Normandy, and Britany. Our miners took our place names to Africa, the Americas, Australasia, and Asia, setting up Christian communities at the behest of John Wesley and Henry Martyn.

Across the Deanery we have churches actively supporting individuals and communities in these places, either through site-specific charity community initiatives or supporting individuals, or the broader Christian charities. Other churches have chosen to follow their saints or place name and form companion parishes, finding the place name through apple or google maps and contacting the churches there.

Each of these benefits from internet communication with even the remotest places allowing practical Christian help, shared experiences, and values, shared online services, school links, exchange visits, helping us and them in our global world. Within our Deanery there are churches which live stream and record services to increase the reach of our churches to a global audience; this is particularly appreciated by families and friends unable to attend funeral services in person.

Creation

Implicit in all our Cluster Fruitfulness findings is gratitude for being able to live in an especially beautiful and favoured corner of God's Kingdom. This attracts many visitors, some of whom seek and find spiritual refreshment in our Churches and their surroundings, especially around the North coast.

Several Parishes provide outdoor benches for people to relax and reflect. A number selectively cut their churchyards with areas set aside for wildlife, an example of the growing awareness of the need to nurture and look after the environment as the current trustees, with a Christian duty towards our Creator and future generations. A few Parishes have adopted the Green Church Kernow Scheme or the Living Churchyard project. Others have information boards about the birds and other creatures to be seen in the vicinity and/or put up bird and bug boxes. Some open Churchyards are maintained by volunteers while two use Community Payback (Service) personnel for this.

To counter climate change several Parishes have switched to LED lighting or an electricity supplier providing power sourced from renewables to counter climate change. One church hall has solar power and battery storage.

We have examples of cooperation between Church and other organisations committed to environmental protection. Most Parishes hold Harvest Festival services, and a few have days to show off snowdrops or crocuses. Most also hold occasional outdoor services to emphasise the link between worship and nature.

Implications of the first phase review

Deep roots draw from resources that can only be tapped after many years, perhaps centuries of presence in communities. They deserve to be protected in order to maintain their unique flow of energies since they cannot be easily replicated. The operational means of churches and clusters may need to be pruned or supported where new growth might emerge. The fruit coming from what is already successful deserves support since its fruit is often perennially appealing.

Church buildings often host activities that are fruitful, but it is also noted that many successful initiatives take place outside of these. The parable of the sower reminds us that swift growth is not necessarily a healthy sign. Well-tended good soil is the ideal habitat for fruitfulness. Stability and confidence allow churches to step out in faith to grasp opportunity, particularly after a major crisis such as the pandemic.

Sustainability

New faith

- Interaction with schools remains strong in many parts of the deanery. Assemblies and church visits are returning following the pandemic. Mission initiative is an emerging feature. The growth in faith experience amongst children and families is evident.
- A pioneer ministry in low income areas is yielding growth in informal networks of faith and mission.
- There is increasing involvement of families in creative worship events
- The pandemic spawned a wide range of social media faith-sharing content as well as the streaming of worship
- Youth initiatives are beginning to recover lost ground

Growing faith

- There are a range of discipleship, prayer and bible study groups across the deanery. New ministries are being recognised.
- The presentation of faith in schools continues to be expressed through collective worship and the RE curriculum with the support of clergy and lay people
- There are activities to support the elderly through loneliness and ill health, and with bereavement.
- Online communities provide discipleship content

Leadership

- There is a growing collaboration across benefices and within the deanery
- A committed and enthusiastic standing committee has been established to facilitate the design and implementation of the deanery plan

Diversity of calling

- Churches have witnessed the growth of teams for ministry and mission. These have incorporated clergy, lay volunteers and staff.

Money

- The deanery has historically paid above-average MMF contributions.
- There is mixed capacity to pay full ministry costs. Some clusters are gaining confidence in meeting their full payments. Others need further assistance to raise their contributions.
- There is an increasing understanding of the church 'business model' with encouragement of giving, fundraising and enterprise

Buildings

- Church buildings are widely valued for their place within their communities.

- They provide a strong witness to faith.
- The profile of history and heritage is being raised in various ways.
- Some churches may need to be closed if their communities no longer wish to support their maintenance.

3.1 What God is doing

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- Prayerful reflection has revealed much that is fruitful and blessed by God
- A growing spirit of unity has emerged
- A growing sense of vision is building

3.2 What God has been saying *On the Way*

9

- The parishes and clusters have felt a much stronger call to collaborate in their mission and ministries.
- Creative approaches to families, young people and the elderly can stimulate new faith.

4.1 Becoming more fruitful and sustainable

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Fruitfulness

The poor

Outcomes:

- Widening support for the cost of living crisis
- Strengthening of community and mutual support
- Partnerships with agencies in health and wellbeing

Schools & YP

Outcomes:

- All schools in the deanery will be matched with and supported by a church
- The growth of young people active in the life of their churches

Discipleship

Outcomes:

- Increase in prayer, study and service
- Parents and children inspired to grow together in faith
- Materials and experiences provided in church for visitors and community to explore faith
- Continued growth in diverse ministries

Community Life

Outcomes:

- Church leaders and PCCs are increasingly responsive to their communities
- Improved communication and advertising of work of church in community
- Joint ventures with social clubs, support agencies etc

Global Church

Outcomes:

- Growth and renewal of church links to overseas projects and mission agencies

Creation

Outcomes:

- Net zero plans implemented and creation-care champions active
- More living churchyards created

Sustainability**New faith**

Outcomes:

- Growth of congregations by 15%pa in the small churches and schools project
- Contextual faith communities emerging in low income areas
- Creative evangelistic events across the deanery

Growing faith

Outcomes:

- Stronger bonds with schools
- Greater involvement of children in our services in order to draw more families into worship in our churches
- Young people coming to faith and being involved in mission and ministry
- Older people attending church and discipleship activities

Leadership

Outcomes:

- Growth in cluster leadership across Lostwithiel, Wadebridge, North Cornwall and Camelside
- Potential collaboration between Bodmin and Camel-Allen

- Growth in collective projects with schools, youth and families.

Diversity of calling Outcomes:

- New forms of lay ministry incorporated into teams, including enterprise-based staff

Money

Outcomes:

- Increase in revenue generation from members, stakeholders and visitors
- Expanding grant-support programme

Buildings

Outcomes:

- Greater use by the community
- Improved conservation and visitor experience
- Effective funding and maintenance plans

4.2 Our plans I - How we expect to change

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- Greater collaboration in ministry and mission between clusters
- Improving links with schools and involvement of children in worship
- Greater variety in forms of worship
- Targeted plans for growth in congregations over coming years

4.3 Our plans II - Specific actions & projects

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1. Primary schools and rural churches project

To potentially include the following parishes:

- Bradoc (the exemplar)
- St. Winnow

- Lostwithiel
- Lanlivery
- Cardinham
- Nanstallon
- Lanivet
- St. Mabyrn
- St. Tudy
- Blisland
- St. Breward
- Lanteglos/Camelford
- Delabole
- St. Teath
- St. Kew
- Port Isaac
- St. Minver
- Wadebridge

LICF funding for school-led relief of deprivation.

2. Strengthened mission to low-income urban communities in Camelford and Bodmin

- Continued support of Pioneer Minister in Bodmin
- Appointment of 50% pioneer minister post in Camel-Allen
- Appointment of parish nurse serving both
- Subsidy of incumbency posts

3. Deanery initiatives amongst youth, children and families

- Development of Grace Project in Wadebridge and across deanery
- Development of youth work from Bodmin into the deanery
- Collaborative work with the St. Minver youth initiative

4. Deanery initiatives amongst the elderly

5. A collaborative strategy for church buildings

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Appendix - Risks

The following are the main risks associated with the Deanery Plan.

Risk	Consequence	Likelihood	Impact	Score	Controls/Actions

On the Way - Deanery Plans

EXPLANATORY NOTES

These notes accompany the tables above. As you prepare the draft, do please remember that approval by Deanery Synod means that you are committing yourselves to implement the final Deanery Plan.

This template is not intended to restrict the manner in which you present and promote the vision and plans you have as a deanery. It will be important to do both of these things as engagingly as possible. But it is also necessary that Deanery Synod approve its plans in an appropriate format: this Deanery Plan template enables you to do that and is the document which should be used formally to present your plans, and which is approved by Synod.

Note Guidance

- 1 **Title page.** Please insert the requested information. The version number and date will help you keep track of any drafts prior to approval of the final plan by Deanery Synod and endorsement by the bishop. This is the document that should be presented to Deanery Synod for approval.
- 2 **0.1 Consultation.** It's important that the Deanery Plan is the product of wide consultation, something that will be facilitated by the On the Way process itself. In this section, please tell the story of your Deanery Plan's creation. You will need to be succinct. But do make sure to highlight the involvement of the wider community as well as people inside the church, and provide a clear statement of who has been consulted regarding the specific proposals in the plan, especially if these include pastoral reorganisation.
- 3 **1.1 Vision & Mission Priorities.** This section enables you to provide a succinct summary of what you believe God is calling your deanery, its churches and people to be and do. It sets the scene for the details which follow.
- 4 **2.1 Who we are.** The information for this section will have been provided in the data pack distributed to On the Way Advisors at the start of the process. You need to provide a brief summary of the deanery (e.g. it's population, main towns and characteristics) and a similar summary of the churches (e.g. number, size, characteristics) and their ministry (e.g. mission initiatives, people). Do not try and be comprehensive but do enable readers to understand your particular context as background for the rest of the plan.
- 5 **2.2 What people say about us.** One of the principles of On the Way is that we want to hear voices that are not usually 'in the room'. Confident that you have been able to do this - to some extent, at least - this section invites you to summarise

the most significant things you have heard. Please express both the views and their source (in general terms if preserving confidentiality is necessary).

- 6 **2.3 The issues we are facing.** In this section you move from description to analysis. Please note important factors which you have considered during On the Way and which lead to the proposals in the rest of the plan. You may also note important issues which you do not propose to address and that's important, too. Again, the aim is to provide adequate information about context to enable readers to understand your plans.
- 7 **2.4 Our current fruitfulness & sustainability.** The aim of On the Way is to seek to become a church which is more fruitful and sustainable. But in many respects we are already doing that: this section is an opportunity to summarise current fruitfulness and sustainability. In a few lines you won't be able to say everything, so please try and say not only what you *do* but the *outcomes* of your activities. Your On the Way Advisor can help you think about this, if necessary.
- 8 **3.1 What God is doing.** We believe that the whole world is God's and that he invites his people to join in his mission to the world. So, where is God already working? Where do you think you should invest your energy and place your faith? As they exercise their responsibility for oversight of the Church, the bishops will be especially interested in how your plans connect to your sense of what God is doing.
- 9 **3.2 What God has been saying *On the Way*.** Simply say what you believe God has been saying to you as Christians in your deanery during On the Way. It's important that this is a shared discernment that a majority would recognise, not simply the view of a minority or even a single person.
- 10 **4.1 Becoming more fruitful and sustainable.** In this section, you are invited to state the outcomes that you hope and pray your plans will produce. While we are interested in the activities, it's the ultimate result that is most important, so do spend some time thinking and praying about these. They may be different for different churches in the deanery and that's fine - please indicate this in your summary.
- 11 **4.2 Our plans I - How we expect to change.** There are two sections in which you are able to describe your plans. The first, this one, is where you should describe them in general terms. For example, you will need to say how you think the description of the deanery in Section 2.1 and the issues you identify in Section 2.2 will be affected by your plans. You will also need to outline your mission and ministry proposals along with any very significant partnerships and potential pastoral re-organisation. We expect that you will need to stop some things as well as embark upon new initiatives and these should be noted in your plans. Last but not least, you will need to say what principles you wish to adopt for the allocation of the Lower Income Communities Funding. In all this please be as clear and specific as possible whilst remembering this is a summary.

- 12 **4.3 Our plans II - Specific actions & projects.** Following the summary in Section 4.2 please provide brief details of the most important and/or largest projects which you plan to become more fruitful and sustainable. You will need to state the project aims and provide a description which includes the resources and people involved, the timescale, its management and oversight and outcomes (how we know it has been successful). For very large projects you can provide the information in an appendix (see note 12, below)
- 13 **5 Appendices. People and finance summary.** This is a required appendix which should be provided using the accompanying Excel spreadsheet so that the information can be incorporated into the diocesan budget.
- 14 **5 Appendices. Project plans for major projects.** For major projects requiring significant investment or important partnerships, please provide more information in an appendix/appendices. Alex O'Byrne (alex.o'byrne@truro.anglican.org) will be able to provide assistance should this be necessary.
- 15 **5 Appendices. Risks.** Please provide a note of the key risks entailed by the Deanery Plan using the following format in this document. Your On the Way Advisor will be able to help with the RAG rating of the risk using diocesan scoring to ensure consistency with other Deanery Plans.

Version 1.3 (May 2021)