

## Isles of Scilly Plan

# Isles of Scilly (Powder Deanery)

Version Number and Date      Version 1 (23 May 2022)

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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 ISLES of SCILLY PLAN

Note

### 1.0 Consultation

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- A specially formed ‘On the Way group’, involving Church Wardens, PCC members and others.
- Included in this group were the island’s Methodist Minister and the Head of the Five Islands Academy. They were also enabled to contribute in individual conversations with the transitions adviser and the Diocesan Director of Education.
- Members of the group were encouraged to hold a variety of informal conversations with islanders and visitors.
- Requests for comments and suggestions were posted across the islands.
- The ‘On the Way’ group met with the transition advisors initially by Zoom and then in person on St Marys. This was subsequently supported with further Zoom meetings and regular email exchange and conversation.

## DEANERY PLAN

Note

### 1.1 Vision & Mission Priorities

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“To be a church for all seasons and all people.”

We have 3 clear Mission Priorities:

To build community life and engagement, responding to community needs and to do this in partnership with others.

To serve families children and young people and to be multi-generational in our approach.

To make disciples and to grow our own faith.

## 2.1 Who we are

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We live on the stunningly beautiful Isles of Scilly some 28 miles S.W. of Land's End, Cornwall. There are five inhabited islands with a population of 2000+ people, the bulk of whom live on St. Mary's. Each island has a unique character and its own church building.

The Parish consists of six churches, two on St. Mary's, and one on St. Agnes, Treco, St. Martin's and Bryher. There are two church halls on St. Mary's - the Garden Pavilion next to the Parish Church and a larger hall a short distance away. There are also two parsonages - one on St. Martin's and one on Treco which are used for visiting clergy during the season. The Parish is part of the Powder Deanery.

Tourism provides the main employment for islanders from Easter through to October giving a busy summer season, but quiet winter months. This pattern is reflected in the dual ministry of the church toward islanders and visitors. Winter worship on St Mary's usually has around 30 people. It is the time of discipleship and connecting with the local community, regular ecumenical services and ecumenical Advent and Lent courses to grow the faithful. Summer services are boosted greatly in numbers by our visitors and we respond to this in our worship and other initiatives.

### Staffing

The Parish has a retired Priest and three Worship leaders who assist the Chaplain when required along with those who read the lessons and lead intercessions.

Each off Island has a designated person who looks after the church on their island and they represent that island on the PCC along with representatives of St Mary's. It meets approximately four times a year which recently has been by zoom. There are two Church Wardens, a PCC secretary and PCC treasurer and a social committee. The Standing Committee is made up of the Chaplain, two Church Wardens, PCC Secretary and Treasurer and a representative from the off islands.

There are many volunteers who look after the churches including flower arranging, cleaning the churches and ringing the bells working alongside those who are paid for gardening, in the various churchyards and gardens; the cleaning of the halls and holiday lets and accountancy.

### **Finance**

**Income:** The Parish income is very seasonal with a small mainly retired congregation during the winter, relying on the two parsonage holiday lets and the visitors to boost income during the 'season'. We have a very successful Charity Shop run by volunteers for two sessions a week in the Church Hall on St Mary's, other fund raising includes on St Mary's an annual fête, a flower festival, various coffee mornings and cream teas when the cruise ships are in and every two to three years we run a major event, an auction of promises, a grand raffle or Victorian style afternoon tea.

**Expenditure:** With six churches, two church halls and two holiday lets expenditure is not low. Added to this is the cost of travel between the islands on the boats which is costly especially when it requires a special private hire along with the cost of going to the mainland for training and meetings. Zoom has been a blessing. The Parish is the third highest in the table for MMF and this coming year is expected to pay £70,154. We have always aimed to pay in full however during 2020 paid only half and in 2021 we paid just over half and then voted to share our working profit with the diocese.

## **2.2 What people say about us**

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People tell us that "we're lucky" - lucky to live and worship in such a special place. We feel this to be true and know that our unique landscape, social environment and the attraction that Scilly holds for very many people are all special and precious. We also experience our diversity - even visitors know that all the islands are different.

## 2.3 The issues we are facing

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We also live in a place which has a particular kind of isolation. It has ‘hard edges’ and we experience remoteness from the mainland and from each other. This can be especially so in the Winter months.

Our resources and options are limited - in many ways we “have no choice” in relation to church, community services, and retailers. Also movement between and on and off the islands is expensive.

We are an ageing church congregation and have very few young people attending church. This is especially so on the ‘off-islands’, where church is sustained by very few volunteers, without whom there would be no church.

Many islanders feel that we are not ‘relevant’ and that we do not speak to their needs and experience. This is especially so amongst the younger islanders. We are challenged to engage more deeply with our resident community.

We survive financially because of our visitors and would like to think more creatively around how to engage with them.

## 2.4 Our current fruitfulness & sustainability

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### *Fruitfulness*

The poor -	We make regular charitable donations. Poverty on the islands is very hidden. The Chaplain is also a member of two local charities, one working with the elderly and the other to support the dependents of local ‘pilots’ and fishermen.
Schools & YP	The current Chaplain has been a very able Chair of Governors and helped steer the school to academy status and a trustee of ‘Leading Edge’ Academies Partnership.
Discipleship	Our church life has included Lent Courses, these are ecumenical. We have also participated in Living in Love and Faith. All of this has also included opportunities for online participation. We have facilitated a regular pilgrimage, to St Helen’s island, which is open to all. In the Winter during lockdowns, we also provided worship and meetings online and created an online Good Friday event. Connecting people, especially through Zoom has become a core part of our discipleship work.
Community Life	Excellent links with the community through our CHARITY SHOP and other individual initiatives. The church is used for events, concerts, end of term services and our Church Hall and Garden Pavilion on St Mary’s are also a community resource. The Chaplaincy garden also hosts theatrical events, a Summer Fete and a flower festival. Members of the church are also individually involved in various charities, including ‘Island Haven’ (a resource for islanders at hospital on the mainland), Children’s Hospice SW and Cornwall Air Ambulance.

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Global Church	We have a strong history of supporting Christian Aid, including its' work in the Philippines.
Creation	Island life celebrates creation in many ways. It is a home to eco-friendly local entrepreneurs and others who work to promote sustainable and environmentally positive ways to work and celebrate our unique natural environment. This includes the work of artists and musicians.
<b><i>Sustainability</i></b>	
New faith	Previously we have hosted an Alpha Course and are open to other faith exploration programmes. Our streamed services (especially in lockdown) connected to people across the nation and beyond. Confirmations are very occasional on the islands.
Growing faith	In the past we have enabled Bible study groups and meditation groups. Recently our church life has had no prayer groups and this is an area for development.
Leadership	The character of the islands encourage innovation and proactivity. We have strong and capable lay leaders, with vision and ideas.
Diversity of calling	We have a mix of gender involved in leading our churches and we function as a team across the 5 islands.
Money	Our finances, in keeping with most life on the islands, is dependent on tourism and visitors. The pandemic therefore dramatically reduced our income by a half. However, as island and national life return to 'normal' we expect our income to also be restored.
Buildings	We have 6 churches to support (including the Old Church on St Mary's). There are no current major building works and we see our churches as a vital asset. They attract those who visit to worship and are of our interest to very many visitors irrespective of their faith background. Our 2 parsonages require upkeep, but they are also core to our income.

### 3.1 What God is doing

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We believe that God is bringing more people to live on our islands and to visit them. This connects to the effects of the pandemic which has created more flexible working for some and perhaps a greater understanding of the need for community. We are also aware of the growth of interest in creation care, Celtic spirituality and pilgrimage and our environment speaks to this.

Our school has had to navigate some difficult challenges but is now growing and flourishing. This is true on St Mary's and off-island bases. We know that this is creating an opportunity for us to work more creatively with children, young people and families on the islands.

### 3.2 What God has been saying *On the Way*

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Participating in 'On the Way', alongside a transition process has been demanding. However, it has clarified our priorities, needs and strengths. We have become aware that we need to work more consciously as a team in relationship to our own spiritual development and to broaden and extend what we have to offer to others. We know that we want our church life to be broader and more inclusive. We can sense a potential for greater creativity, and innovation in our communication and activities, including use of social media to communicate more effectively beyond ourselves.

### 4.1 Becoming more fruitful and sustainable

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#### *Fruitfulness*

The poor	We know that we require to be attentive to hidden areas in island life. This includes issues around affordable housing and particularly care around mental illness. We would like to connect more directly to these issues.
Schools & YP	This is a major area of future growth. We would hope that our new Chaplain and others in the church, may engage more directly with school life and be more innovative in how our church buildings may be used. We are open to the creation of activities for young people and to support their families.
Discipleship	We would like to establish more frequent and regular opportunities to learn and pray together. This may take the form of courses, days of reflection, and spirituality based activities which are inclusive of visitors.
Community Life	We would like to work at making a bridge between church life and those who currently support us. For example those who assist with our Charity Shop. We would also like to extend the use of our church buildings throughout the week.
Global Church	Scilly is in many ways an international place and we would like to pray and think around how best we may connect to the global church and international concerns.

**Creation** We would like to build on the elements of island life which are already celebratory of the natural environment and consider how we may offer a voice, or a venue to these concerns.

### ***Sustainability***

**New faith** Led by a new Chaplain we would like to offer faith development structures and programmes, and grow our capacity for welcome and inclusion. Occasional Offices, may offer an opportunity for this.

**Growing faith** We would like to bring clarity to our proclamation of the Gospel and a clear sense of what we represent as a Christian Community.

**Leadership** We already have a pattern of collective leadership across the islands. We would like to maintain this and find ways to enrich our established pattern of governance.

**Diversity of calling** We would like to grow the number of our Lay Leaders. This could involve increasing the number of Local Worship Leaders and Pastoral Visitors. Or participation in Diocesan programmes - Foundations in Christian Ministry and 'Sens Kernewek'. The use of Zoom and new technology enables us easier access to these programmes. We would also like to be vocationally minded, and encouraging in relation to ordained ministry and Reader ministry.

**Money** We expect our finances to recover to levels approaching those pre-pandemic. We have placed the refurbishment of our Church Hall on St Mary's on hold and we will need to consider this in the future. We are confident that we can raise what is required. We are also aware that we need to explore our relationship to Generous Giving and look at how we can improve our financial and giving strategy. This may include the use of automated giving systems.

**Buildings** The PCC has agreed to repair stained glass windows in the parish church and in the churches on St Agnes and Tresco, using money from restricted funds. The church yard on St Agnes is full and work is underway to extend it. Over the next couple of years the roof of Old Town church on St Mary's will require work. We may need to explore fundraising in connection to these projects.

## **4.2 Our plans I - How we expect to change**

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We expect to become more ecumenical in our working patterns. We wish to build on our current sharing of ministry with the Methodist Church in St Mary's and the off-islands and explore ways not only to share worship but to work together on projects and initiatives. The current Methodist Minister on the islands is very open to this.

We expect to have a stronger and more varied social media presence and also in this way to be a voice in community conversations on the islands.



#### 4.3 Our plans II - Specific actions & projects

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We are currently in transition and are sensitive to committing a new Chaplain to pre-determined plans. However, we do have some specific areas we need to attend to (refurbishment of buildings for example) but our deeper concern is the realisation of our mission priorities and that we grow as a community of disciples and in relation to the needs of our communities. We are also acutely aware that we need to work in partnership with other groups and individuals in the community (Roman Catholic Church, Methodist Church, Brownies, Cadets, Memory Café etc). Being a part of 'On the Way' has given us clarity in relation to this and a sense of shared concern and ambition for the future.

Two priorities:

- We are setting up live service streaming (FBk & Youtube).
- Work with the island school: re-start 'Open the Book'. Initiate regular visits by Chaplain and others to off-island primary school bases. Connect, collaborate and support with the Head Teachers vision for the school.

#### 5. Appendices

People and finance summary

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Risks

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## Appendix - Risks

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

Risk	Consequence	Likelihood	Impact	Score	Controls/Actions
MMF contributions do not return to 2019 levels.	We may need to cut expenditure.	3	2	6	Engage with Generous Giving advisers.
We encounter large building projects – eg: off-island parsonages.	Impact on regular income stream.	3	4	12	Re-orientate financial planning over time.
Failure to engage with existing lay church leadership and 'recruit' from broader island community.	Continue to 'shrink' and rely on a few volunteers.	3	4	12	Focus on outward looking actions – use of buildings and partnerships (ecumenical and school).
Failure to use technology creatively and to effectively communicate within the islands.	Isolation and growth in sense of irrelevance within the community.	2	4	8	A criteria in selection of Chaplain. Offer learning and training to Chaplain and others.

## On the Way -

### 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](mailto: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.

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