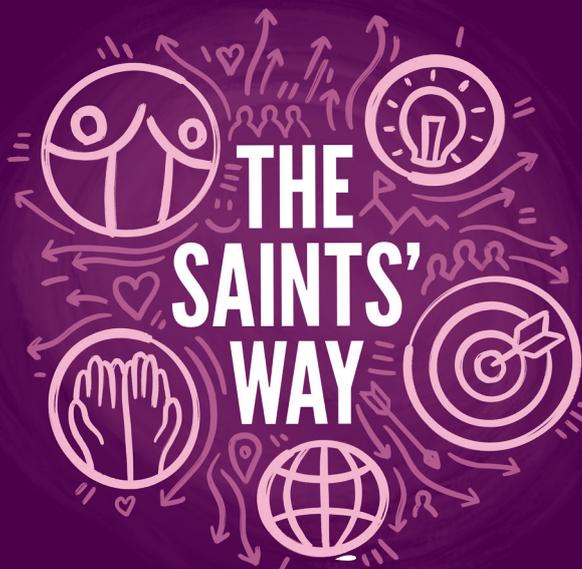


ANNUAL REVIEW 2020



DIOCESE OF TRURO
DISCOVERING GOD'S KINGDOM
GROWING THE CHURCH



Little did we know at the start of 2020 what the year would hold for the world – or indeed for the Diocese of Truro.

In the early part of the year we were putting the finishing touches to 'The Saints Way'. It outlines five priorities for us as a diocese; calls us to 'reach the young, serve the poor and care for the earth'; encourages us to be deeply committed both to Christ and to Cornwall and sets all that within the ancient distinctive story of the Christian faith in this beautiful part of God's creation.

Once the pandemic hit I set 'The Saints Way' aside for some weeks and returned to it only with some trepidation, uncertain as to its continuing relevance – only to find that if anything it was even more pertinent.

'The Saints Way' calls us to change in order to be more effective in the service of the gospel. In fact the pandemic has driven us down that road of change much further and faster than could have been possible otherwise. I have been immensely impressed by the way our church communities have risen to that challenge. Many have offered creative, accessible online worship, and at the same time have engaged in really significant service of their local communities meeting the very real needs the pandemic has created. I feel immensely proud of all they have achieved and am very grateful.

In order to continue the process and pace of change, towards the end of the year we launched 'On the Way' which in the light of the significant challenges we face

encourages church communities across deaneries to imagine a different and better future for themselves, marked above all else by two key words: fruitfulness and sustainability. It's towards that we must aim – and the fruitfulness is at least as important as the sustainability. In other words this is not about cutting costs, but growing fruit!

Change has been in the air in other ways too. We were greatly challenged by the events surrounding the death of George Floyd and continue to think how we can better address the enduring issues of racism, no less present in Cornwall than elsewhere.

Environmental concerns also continue to figure strongly, and we have been greatly helped in that regard – and in many other areas too – by the arrival of +Hugh Nelson as Bishop of St Germans who joins an increasingly strong and impressive diocesan team.

So change is definitely in the air. The challenge to us is to pay close attention to our God and to follow faithfully, boldly and obediently in the Way he calls us to walk.



**THE RT REVD PHILIP MOUNSTEPHEN
BISHOP OF TRURO**

WORKING TOWARDS THE SAINTS' WAY



PARISH SUPPORT - STEWARDSHIP

We encouraged **innovative approaches** to giving via online methods resulting in a number of churches setting up online giving and contactless devices in 2020. The Parish Giving Scheme saw 17 new parishes joining, with an additional 180 new donors across the 98 parishes currently subscribed to the scheme. A new 'join by phone' was launched in May.

COMMUNICATIONS

Our team is helping the diocese move towards the Saints' Way by supporting departments and parishes in their vision work. We have done this through providing resources and promoting the Saints' Way and best practice on our various diocesan channels. We have also assisted with the creation of videos and support materials.

DAC

The DAC committee has endeavoured to follow the priorities by ensuring parishes are supported & encouraged in all they do as they seek to care for their buildings while always considering the impact that any changes might make on the environment.

CHILDREN, YOUNG PEOPLE & FAMILIES

The work we do supports the Saints' Way vision through putting **children and young people at the heart** of what we do. We do this by supporting parishes in their work with children and young people. We do this by passing on information on new resources and ways to engage with families and schools such as Messy Church in a bag, Open the Book resources for online assemblies and online youth groups.

EDUCATION

All of the education team's work is linked to the Saint's Way Priorities allowing them to provide focus to our work, these are now used as explicit planning principles. To become a church that **celebrates children and young people at its heart** has provided encouragement to all our work and pointed us to link more intentionally with wider work with children and young people across the diocese.

We also note that some of our approaches to this allow us to demonstrate the **innovative and pioneering** culture that the Saints' Way asks of us. Our Diocesan Director of Education was part of the team which wrote the resource "Never the Same", a resource to support grief bereavement and loss for school leaders, and enabled our schools to contribute to the national work on Faith at Home.

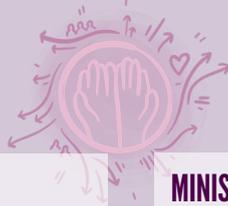
Our pastoral role in supporting schools has been closely aligned to growing more **confident in our calling**, bringing scripture to the heart of our relationships with schools via the twice weekly messages to schools and focusing on prayer. This support has been warmly welcomed and even brought people to their own journey of faith.

OPERATIONS TEAM

We strengthened administrative support in the areas of education and safeguarding to be increasingly **confident in our calling**, enabling colleagues to be more effective in contributing directly to The Saints' Way and its priorities.

DISCIPLESHIP & PRAYER

We worked with a small team to launch/lead weekly diocesan prayer meetings online to support the work of the 'On the Way' journey across the deaneries.



TRANSFORMING MISSION

At the heart of Transforming Mission is a desire to bring people, particularly the 'missing generations' into a closer relationship with Jesus. We are doing this by seeking fresh and **pioneering opportunities** to love and serve and share our faith in our local communities, responding to the Holy Spirit's prompt and as we spend time in worship and prayer.

The re-opening of churches has given TM churches a chance to be **innovative**. We have seen new formats of meetings and events taking place both online and in person, with services like Gather in All Saints Highertown (a space for worship, community, reflection and discussion) and the Grain Community in St Austell (a missional community movement aimed at 18-30's). We have also seen attendance numbers steadily climbing with a mix of live and pre-recorded online services.

Each TM team has a mix of lay and ordained leaders to lead and equip their congregations to share their faith in these areas, in particular each team includes a worship leader, developing new and creative ways to worship Jesus and the need for and recognition that prayer is an essential activity as we grow closer to Jesus.

CREATION CARE

In 2020 Bishop Hugh lead a full review of the diocesan environment strategy, as this is a key strand of The Saints' Way. The new strategy was developed with input from churches, environment champions and church leaders and asks us all to Cherish Creation – Cut Carbon – Speak Up.

Also this year the Diocese of Truro committed to becoming net zero for carbon by 2030, as the national Church of England also pledged to do. The priority this year was to understand what 'net zero' means for the diocese, and its churches, and to consider the key areas where reductions can be achieved such as vicarages, land and churches.

MINISTRY

Much of the work of the Ministry team is focused on supporting ministers to encourage and support their congregations to become increasingly **confident in their calling**. We do this through:

Setting God's People Free (SGPF) and Everyday Faith initiatives which aim to enable the whole people of God confidently to live out the Good News of Jesus in all of life, Sunday to Saturday. SGPF is concerned with encouraging everyone to see that their life as a Christian is about being part of God's mission to God's world; that we each have a role to play.

Foundations in Christian Ministry Course, Initial Ministerial Education (IME) and Continuing Ministerial Development (CMD) seek to encourage and equip confident disciples and leaders for the church of today and tomorrow.

Accompanied Ministry Development programmes use the Leading your Church into Growth resources or facilitating parish vision days, creatively working with parishes to discern God's call and leading and helping them to respond joyfully.

Our other areas of focus are encouraging and **embracing pioneering and innovation**, and helping parishes rejoice in the **generosity of God**, through the parish support team working on Welcome, Stewardship and encouraging tourism and hospitality.

ORDINATIONS / PASTORAL SUPPORT

Our work is responsive to the Saints' Way generally, but it is the contextuality of the Saints' Way, it's connection to Cornwall, that often inspires candidates for ministry. The call to responsive creativity and **innovation** and in a way that enables and build whole communities, in the church and beyond.

HOW DID WE ADAPT TO COVID-19 IN 2020?

EDUCATION

The work of the education team, the Diocesan Board of Education and Askel Veur has been undertaken remotely, providing resources, support and development to teachers, leaders and governors across the diocese. This had to happen immediately, meaning that there was a need to establish clearly this different role and way of working.

In this time, our work has also included the essential tasks such as the appointment of CEOs and Head Teachers in virtual processes. We have worked to ensure that the voices of children and adults in our schools have been heard both within the national education system via our role working with the Department for Education, as well as at diocesan synod where we brought the essential work of our schools clearly into focus.

This role as advocate continues to be an important one, encouraging school leaders in times of significant challenge and celebrating their hard work in local, regional and national forums. In this spirit, the DBE wrote to the Secretary of State for Education to raise our concerns around the reality of school leadership during the pandemic.

TRANSFORMING MISSION

Covid 19 continues to have a significant impact on the project and the individual locations. Every location placed staff on furlough, most for many months on end. All churches closed, which led to an important silver lining – the demonstration of a concept that has long been considered – online church services. The uptake on these services across all 5 TM locations was significant reaching hundreds of people every week, bringing them the good news of Jesus Christ and building them up in His Kingdom.

Most TM teams have been producing additional, mostly online, materials for use by schools and colleges.

COMMUNICATIONS

We quickly set up a daily email which enabled us to provide the latest covid updates direct to parish teams. That information was also displayed on the diocesan website.

We developed a website section aimed at providing information to people on where they could access online services as well as telephone services.

We provided advice and support to parishes as they dealt with the impact of covid and moved their services and contacts online.

We supported the bishops as they moved online with videos and assisted them as they began their successful High Cross Facebook Live Sunday services.

We created a facebook group (Diocese of Truro - Let's Share Best Practice and Support One Another) to enable parishes to communicate, share best practice and for us to share information. That group is still going strong with over 500 members.

We developed prayers to comfort and inspire for the Truro Diocese facebook page and these prayers were shared globally.

RURAL AFFAIRS

In normal times we are about building bridges with the rural community, various trading standards animal health teams, defra, rural crime officer, farm visits, running the chaplain shed at Truro livestock market and attending meetings about all things rural. However as soon as lockdown happened face-to-face meetings and farm visits stopped unless there was a mental health welfare need for a visit. This led to Zoom and Microsoft teams. There was an increase in the number of calls from worried farmers and rural families. Lockdown 3 caused an exponential rise in call numbers, mostly around mental health welfare needs, worries over covid and Brexit. It stands at just over 260 calls in 11 months alone with an increasing in the number of emails and texts as well.

PARISH SUPPORT - STEWARDSHIP

We implemented training sessions via Zoom webinars to support parishes who were facing a lack of income during the pandemic, and to encourage generous giving. Topics included 'Getting started with online and contactless giving' and 'Recovering from a time of Financial Famine'. Representatives from 104 different parishes or benefices attended across the webinar series with a total of 134 individuals attending.

DIOCESAN ADVISORY COMMITTEE

The DAC last met in person in February 2020 taking to Zoom since March 2020. This has worked very well and has allowed parishes to continue to think, plan and apply for the relevant faculty permissions. In the year since lockdown the committee has considered 40 petitions for faculty, six amendments to existing faculties, eight visits and 55 List B applications.

SOCIAL RESPONSIBILITY

From Day 1, the Social Responsibility team were invited to be part of Cornwall's response to the pandemic. Andrew Yates became a member of the Council Community Cell and VERA - Voluntary Sector Emergency Response Alliance. This led to the inclusion of a Faith Rep on all 19 Local Community Response Hubs. So the vital actions that the churches were taking in emergency food and prescription deliveries, and support to those isolated and shielding were co-ordinated and linked into the wider community response.

CHILDREN & YOUNG PEOPLE

We continued to provide support for the parishes engaging with children, young people and families as their work adapted to new ways of working. There was a need to keep up-to-date with changing regulations around groups meeting in Covid secure environments and ensuring parishes were informed.

HUMAN RESOURCES

In March 2020 all staff were advised to work from home, and did so for the whole of 2020. We already had most of the IT infrastructure and processes in place to enable this transition to happen in a matter of days. Over the year we improved our systems, e.g. transitioned to an internet based phone system, and introduced Microsoft Teams for greater collaborative working.

LOCAL PASTORAL MINISTRY

Parish pastoral teams moved very quickly and efficiently to telephone support. As a result the work from Church House also changed from delivering in person training to on-line training and offering more individual support to parishes. There was even an online commissioning service.

CONTINUED MINISTERIAL DEVELOPMENT (CMD)

Responding to 'lockdown' our provision moved 'online', and in the second half of 2020, 21 CMD sessions were offered to clergy and lay ministers on a range of themes. 131 ministers (82 clergy and 49 lay) from across the diocese attended the sessions with some attending multiple sessions.

OPERATIONS TEAM

We coordinated and supported hundreds of events, meetings, training sessions and webinars online via Zoom. We continued to provide telephone support Monday - Friday 9am - 5pm assisting with the transfer to new improved telephone and customer service systems including Deanery Liaison Advocates.

DISCIPLESHIP & PRAYER

We moved all the Quiet Days and Retreats onto Zoom. We particularly focused on providing regular days for clergy, those in lay leadership and diocesan staff to support their ministry/wellbeing during pandemic.

We continued to produce the Diocesan Prayer Diary as an online resource.

ORDINATIONS / PASTORAL SUPPORT

We began meeting on Zoom with groups and individuals. Some telephone contact with individuals. When it has been possible, we have had a few socially distanced, or outdoor meetings.

In terms of the pastoral care and counselling, all our counsellors moved over to using Zoom or the telephone.

WE SUPPORTED THE WORK OF OUR DIOCESE ..

TRANSFORMING MISSION

As part of Transforming Mission we are learning new ways to 'be church' through complimenting the ordained leadership with specialist skilled and gifted, pioneering and innovative lay leaders in areas of youth, children, family, worship, social action and justice areas.

The learnings from developing these teams will provide valuable information as we develop new ways of working through the On The Way work in deaneries.

As the TM teams develop and understand what is needed to work, in particular, with the missing generations across Cornwall, they will be able to provide resources and help to others as they seek to explore working in these areas enabling us all to be confident in our calling.

We supported the recruitment for all the major roles across the five Transforming Mission locations and we envisage this, in combination with the easing of lockdowns will bring significant new activity and growth to the projects.

EDUCATION

Our team has been working hard to link together and share the co-operative working between schools, clergy and parish teams, shining light on the incredible work happening across the diocese. We also supported diocesan synod by presenting the experience of children and schools in the pandemic.

The Diocesan Director of Education (DDE) is now a member of Episcopal College, bringing the voice of children and education into the strategic discussions which shape the work of the diocese. In addition, the DDE has supported ministry training focusing on working with schools, children and young people.

Our presence at a range of local and regional networks enables us to celebrate and share other work of the diocese, signposting other agencies to the work of the wider diocesan teams and encouraging links to grow.

FINANCE

We continued to support the parishes in all they do financially which included responding to any Covid related questions that they had or conversations they wanted to have with us, for example regarding their MMF contributions.

We continued to ensure timely financial information was provided to the Bishop's Diocesan Council so that strategic decisions could be made about, for example, what support could/should be given to parishes (eg crisis loans) and also whether people should be furloughed.

DEANERY LIAISON ADVOCATES

A few months into 'lockdown' we realised that strengthening the links between the parishes and the Church House team was a priority as we couldn't get out to meet people. The results of an online survey, complimented by phone calls to those unable to access emails, demonstrated that there were indeed lots of issues that parish officers needed help with, but they didn't always know the right person to contact. To meet this need, we established the Deanery Liaison Advocates (DLAs) team and launched the new Parish Facing Support Service. The DLAs all have other roles within the church house team, but each DLA took on being the named point of contact for two deaneries. In the first few months of operation, we responded to 259 enquiries and in the first few months of 2021, 184 enquiries.

LOCAL PASTORAL MINISTRY

We worked with the safeguarding team to ensure compliance amongst the Local Pastoral Ministers being commissioned and recommissioned into their roles.

ORDINATIONS / PASTORAL SUPPORT

We work with ordinands and those who are exploring a call to ministry. This involves some general work around vocations which therefore connects to all lay vocations, alongside those who go on to explore ordained ministry. From 'seedbed' to ministerial expression. The work is not simply about nurturing individual vocations, it also involves engaging in the strategic thinking around the ministerial needs of the diocese and the discernment, selection, training and support involved in maintaining ministry in the diocese.

DISCIPLESHIP & PRAYER

We continued group spirituality meetings on Zoom with an emphasis on providing resources, spiritual direction online. We are looking at this 'mixed-mode' for the future.

We worked with a small team to launch/lead weekly diocesan prayer meetings (currently online) to support the work of the 'On the Way' journey across the deaneries.

We provided regular and occasional informal pastoral/spiritual support to staff, clergy and lay people across the diocese.

We launched a new discipleship course, InHabit (one day a month) – again, adapted for online delivery.

We began producing regular newsletters informing people of online courses/events/things going on locally, nationally/internationally in the areas of discipleship and prayer/spirituality and encouraging them to participate.

We continued via Zoom meetings to work on the ongoing Schools Pilgrimage Project (postponed in 2020 due to the pandemic – rescheduled for July 2021) – one of The Saints Way priorities: 'A Church that conspicuously celebrates children and young people at its heart'.

SAFEGUARDING

We provided 29 in-house safeguarding courses and trained 324 people. We implemented the safeguarding leadership pathway, which focusses on values, belief and behaviours. We supported parishes in moving to a new, more reflective style of learning and, where required in using new technology. We put in place arrangements for Past Cases Review 2 (PCR2), a national review to identify both good practice and institutional failings in relation to how allegations of abuse have been handled.

PARISH SUPPORT - STEWARDSHIP

We encouraged innovative approaches to giving via online methods resulting in a number of churches setting up online giving and contactless devices in 2020. We worked collaboratively with Transformation Cornwall to plan and deliver a series of "Meet the Funders" webinars offering support to parishes in developing projects and applying for grant funding.

OPERATIONS TEAM

We supported the communications team to ensure timely communications throughout lockdown. We ensured Church House remained open with a skeleton staff to keep core activities running. We supported colleagues to work from home, ensuring they had the right IT equipment and support.

COMMUNICATIONS

We continued to support parishes keep up-to-date with the ever changing covid landscape through the introduction of daily update emails.

We created a section of the diocesan website to act as a central resource for where to find online services.

We continued to act as a point of contact for parishes & provided assistance with communications needs, covid queries, media queries, website & social media queries & more general technical queries.

We worked with other Church House teams in the delivery of their work & in support of their efforts across the diocese.

We continued to tell and share stories of best practice from across the diocese.

We supported the work of the discipleship and prayer team in the creation of regular prayers on social media.

We continue to support Church House departments with their newsletters for people across the diocese and beyond.

We continued to find opportunities to share the good news with the wider world through the media.

CREATION CARE

The Diocesan Environment Officer continued to support churches to work towards their Green Church Kernow awards and individuals to complete the 10 pledges. The growing network of Creation Care Champions continued to promote and implement environmental changes in their church communities with projects including eco toilets, solar panels, living churchyards and awareness raising events and discipleship courses.

WE ARE NOT ALONE

Even in the darkest days of the lockdown, God was not self-isolating, and neither was God's church.

By telephone and zoom, with bits of paper pushed safely through letterboxes by sanitised hands, on YouTube videos and in the prayers of the faithful. By vocations to teach, heal and care, in foodbanks and on crisis-lines, on socially distanced pastoral walks and through countless thousands of heartfelt prayers. In the heartbreak of sing-less funerals, and in the breaking hearts of those who were not allowed in or could not travel. In the changed plans for weddings, and changed again, and then changed again.

In these and thousands of other ways, God's church revealed and lived God's love, and wearily, but wholeheartedly, we say Thank You to the God who is faithful, and to God's faithful people who endure.

Supporting and resourcing God's church in these times has not been straightforward.

The work of Church House and all of our committees and councils moved online, colleagues suddenly needed to work from home, many had also suddenly become home educators, in homes where there was now a competition for the space under the stairs, or the back bedroom, or the bandwidth. So thanks also to colleagues who adjusted, coped, and got up early to beat the rush for the router and the table space. Thanks to those who welcomed virtual meetings and briefings into the homes of their six-year-olds and coped, and smiled, and kept going, thanks.

We didn't get everything right every time, but we got most of it right, and we even did new things and did them well. I am immensely proud and humbled to work with the colleagues whose work is described in these pages; I know some of the sacrifices and difficulties they faced but certainly not all, and I thank them.

We know that there are more challenges ahead, more changes and more surprises, but we also know that God who calls us is faithful and that though the way may be hard, we are not alone on the Way.



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