

Deanery Plan

Trigg Major

Version Number and Date 18th August 2022

Rural Dean Revd Peter Knight

Lay Chair Sarah Vinson

PROCESS FOR THE CREATION OF THE DEANERY PLAN

1.0 Consultation

1. Listening exercises, conducted by Rebecca Evans, by Zoom - an open invitation to benefice-wide meetings
2. Individual members of the steering group talking to people a) who are regular members of the church b) sometimes attend church c) used to attend church but don't now d) have never attended churches
3. "Mystery shopper" - one member of the team visited every church in the deanery to see how welcoming they were and what they had to offer a visitor.
4. The three incumbents taking soundings about On the Way with PCCs, Church Wardens and Worship Leaders, and presenting ideas through parish magazines for feedback
5. An interim presentation to the bishop's panel in June
6. An interim presentation to Deanery Synod in June

DEANERY PLAN

1.1 Vision & Mission Priorities

We identified three broad and repeated requests from churches into which we have prayed: Growth of churches through new Christians; growth of lay leadership; simpler legal structures.

Growth of churches through new Christians is an urgent call upon the church at large. We wish to make this a priority by freeing up our clergy to focus on connecting with the many in the deanery who do not engage with church, encourage their engagement with Christianity and a commitment to discipleship. See below [4.3] for our evangelism plan.

Growth of lay leadership is necessary to keep churches open with regular services, and to establish a local leader as a bridge between the church and the parish. Clergy will focus upon supporting and training local leaders to take on much of the parish work to give them more time to engage with evangelism. See below [4.3] for our focal ministry plan.

Simpler legal structures are consistently being requested. Church members are reluctant to step-up to roles due to the administrative requirements. A deanery administrator will help, as will a reduction in complicated and time-consuming structures with simpler systems. See below for our benefice PCC plan and clergy team plan [4.3].

2.1 Who we are

- Situated in the NE end of the Diocese on the border between Cornwall and Devon/Diocese of Exeter
- Small town of Launceston population around 10,000 (2020 population estimate 9,444) with three churches in the town itself and one just outside - the four churches form a single parish benefice
- The remaining part of the deanery is made of up small villages organised into three benefices - total number of churches in these benefices is 17 with around 11,000 population
- Geography is an essential part of identity, particularly to the north of the town and north and west of the deanery where a high percentage of parishioners are employed locally with a strong emphasis upon community ties. The estates and villages to the south of Launceston are used by commuters, there is a higher demand for occasional church offices and lower engagement with community / church life
- The Launceston Growth Plan includes a new large housing estate being built on the south of the town
- There are pockets of rural poverty and isolation
- Two of the housing estates in the town (Ridgegrove & Lanstephan) are ranked in the bottom 20% in national deprivation statistics
- There are relatively few younger people in the villages compared with the housing estates in the town
- Some of the churches are linked with the Methodist church
- Harvest festivals remain popular among the rural churches, less so in the town
- There is one church school, although almost all the schools engage positively with their local church

2.2 What people say about us

Listening exercise February 2022, churchgoers and non-church goers:

- There are complex reasons why people don't go to church
- Prayer is so important and this is part of our calling
- People were generally very open and engaging – everyone was prepared to speak
- People often have more engagement with the church than they think they do
- People were not interested in how the church is structured and generally didn't understand it
- Those interviewed assumed it would be a conversation about the building
- Challenging point about identity – if you have a collar on, or don't have a collar on who are you?
- Discovered the fringe was smaller than initially thought
- Church buildings are not the community buildings they used to be. The school and/or the community hall are often the new focal point.

Attendees at August 2022 Family Holiday Club:

'Just wanted to say thank you so much for providing us with a lot of fun and support over this last week. Both girls really enjoyed their time with you all. Going to bring the girls to crafty church once a month at North Petherwin'

'we intend coming all week, it is so much less stressful than at home'

'the food here is better than I get at home'

'I have lots of questions about [Christianity]'

School and pre-school survey April 2022 to regular visits from clergy:

- we were expecting some negative comments from parents but they have all been positive
- when we put up their pictures on ClassDojo, the parents respond enthusiastically to your visit
- since you have been coming we have become more engaged with our community

2.3 The issues we are facing

- In churches: ageing & dwindling congregations; insufficient income; lack of people to do administrative jobs; loss of confidence of calling; fear of sharing faith; low Biblical literacy
- Poverty in both town and country areas; rapid growth of town population; housing estates built outside natural community structures (health/leisure/shopping/education/church); break-up of the older established community networks; loss of youth support & family services; low paid employment; poorer prospects for many

2.4 Our current fruitfulness & sustainability

Fruitfulness

The poor	Churches Together in Launceston address financial and practical needs through Launceston Foodbank, Launceston Street Pastors and Community Money Advice Launceston. Also, concern and help for the homeless and support for Christian Aid. St Petroc's Homeless Society is supported by several churches. <u>Outcome:</u> Church members have an awareness of poverty and a need to respond; parishioners ask for food vouchers or help in other ways
Schools & YP	Only one Church of England Primary School in the deanery - St Catherine's, Launceston. The Anglican Clergy continue to visit all the schools in town and the majority of schools in the deanery - pre-schools, primary schools and secondary schools. Launceston College and St Joseph's and a number of primary schools use St Mary's Church Launceston for their annual Carol Service & Year 6 Transition. There are two messy churches in the deanery and St Mary's Launceston run a monthly "Kids Cafe" and a Family Service. We do not currently have any specific youth groups in any of our churches <u>Outcome:</u> church contact fulfil school requirements to engage with the wider community; children enjoy the stories; church members are approached in public by children and their families who recognise them from school visits; requests for occasional offices arise
Discipleship	During and since Covid there have been a number of Discipleship courses organised either face to face or by Zoom, as well as Lent and Advent courses. A weekly Pilgrim Group has run in Launceston for many years. These are often arranged on a deanery basis - including a recent confirmation course. Launceston has an excellent Christian Bookshop which resources a reading group. A number of prayer groups also meet regularly too in churches across the deanery <u>Outcome:</u> a greater percentage of our congregations are engaged with reading the Bible, discussing faith or sharing in prayer. The Prayer Course was particularly helpful - with several testimonies of answered prayer
Community Life	Church is often but not always at the centre of the community in our village churches - this is not the case in Launceston - perhaps due to the geography of the town, perhaps having three parish churches along with a wide choice of other denominations too. There is an active Churches Together in Launceston itself which has always been actively supported by the Church of England <u>Outcome:</u> strong community networks in rural areas; the church is a part of the civic life of the town

Global Church	Some churches and individuals have links with the wider, global church, we have links through the Mothers Union, individuals have Ukrainian families staying who have joined congregations, Churches Together / St Mary's have provided a resource bank for Ukrainian families moving into the area <u>Outcome</u> : visits to and from international churches; wider appreciation of other cultures
Creation	The rural background and upbringing to many in our congregation has created a real sense of the beauty of God's World but there is work to do in spreading the message of taking care of our world for future generations and a mixed sense of the reality and impact of global warming. There are a number of recent initiatives to develop eco-gardens and ecological diversity in our churchyards. And the deanery had a presentation from our Diocesan Environment Champion earlier this year <u>Outcome</u> : Churches engaging in Creation in Churchyards have drawn in others in their parish and enjoy the challenge of caring for the environment
<i>Sustainability</i>	
New faith	There are very few 'New faith.' A small number were confirmed in 2021. We recognise the need to welcome new residents - who may have been active in their local church before they moved to Cornwall <u>Outcome</u> : numbers reducing rather than growing, families who come may move to a church with other families
Growing faith	The best engagement we encounter is through reading the Bible as part of a small group; joining a discipleship group; invitation to an explorer course; and of course volunteering in a role in church <u>Outcome</u> : of the few who engage there are energised Bible studies, questions asked, assumptions challenged
Leadership	We are blessed with a steady number coming forward to explore leadership, lay and ordained. There are small groups of dedicated volunteers in every church who work very hard. We have spaces for volunteers on PCCs and as church officers <u>Outcome</u> : new people have stepped forward to take on vacancies; longterm vacancies can create a sense of despondency
Diversity of calling	Across the deanery there are: 3 stipendiary incumbents, 1 stipendiary curate, 3 self-supporting curates, 2 retired priests with PTO, 2 Readers, 20 LWLs, and a few LPMs. Others are involved in activities such as Open the Book and Family Services and Messy Church <u>Outcome</u> : everyone has a calling; stepping into roles has been a big step of faith for many

Money	The financial aspects of church life are a struggle for many of the churches. Giving is encouraged through regular standing order, direct debit or PGS. Some churches are generous donors to other charities <u>Outcome</u> : there are a range of giving patterns in churches
Buildings	Every church except Church of Christ the Cornerstone Tregadillett is a listed building. The churches and churchyards are mostly in a good state and well cared for. Lewannick has re-purposed part of their building recently to better reach out to the local community. Re-ordering works to repair fabric and add facilities are taking place in other churches. <u>Outcome</u> : church building works draw in the wider community who are keen to support the building & improved buildings are more versatile in use

3.1 What God is doing

There is a real sense for some that God has been with us during the past two years of Covid - but more so for those that actively participated in joining online worship/Zoom bible study groups and/or carried on with bible study and prayer at home. Unlike a war - there is no 'end' to Covid so it is difficult to 'give thanks' at a special service for example. We continue to remember and pray for those who are no longer in our congregations - those that perhaps remain nervous about going out, socialising and others who appear to have come to a place where Christian community and worship no longer appear to be as important as they once were.

There is a new openness in schools who are grateful for our presence and in the general community. We have seen a number of adults request baptism. There is a willingness to work together across the broader church and an openness to explore doing things differently.

We believe God is calling us to take a breath, listen to Him and to each other and create a new vision for the future of our church in this part of Cornwall. There is an acceptance, at least by some, of the need for change.

3.2 What God has been saying *On the Way*

If our Deanery was a business - then it would have been determined as being unsustainable several years ago. If our deanery is to survive - then it must change. We produced a deanery plan 5 years ago when it was agreed that to be able to afford to meet our MMF then we would reduce the number of full-time stipendiary clergy from 4.5 to three and that they would need to be supported by a team of laity - LWLs and LPMs. The LWL part has been successful, the LPM bit less so but the big change is the significant drop in those regularly worshipping and supporting to the day to day running of our churches at all levels including the financial one.

There is a general agreement across the deanery that the way our current Deanery Plan envisaged the 3 stipendiary clergy working across the town and rural benefices is not working well. There has been a doubling of work for clergy by working in two areas, and the separate town and rural areas for each clergy can feel as though they are in competition with one another. We believe the town would benefit from the team Rector focussing upon the two central town churches, St Mary's & St Thomas, releasing time to concentrate upon the growing housing estates where there is currently little church presence. We further believe that Tregadillett would benefit by working alongside the Three Rivers Benefice as a single geographical unit and St Stephen's alongside Moorland & Egloskerry Benefice in the same way. This frees the incumbents to focus on a single group of parishes for mission and organising events and services; and continues to allow all three incumbents the freedom to work across the shared parish of Launceston. This is important as it is often easier to engage with rural dwellers in the town, who are dependent upon it for education, work, leisure, health and shopping.

There is a strong feeling that there should be no legal changes in parish / benefice structures for the next few years until it can be assessed whether these plans are realistically sustainable. The Benefice of Boyton will be linked to the team Rector for oversight for legal reasons only. The long-term aim is for the day to day running of Boyton Benefice to be undertaken by a single focal co-ordinator with support from the town curate, Revd Helen Davies.

There is also no desire to close buildings but instead to work with each church to find the most sustainable way forward for each. There is not an agreed uniform way this will be done, but there is a sense that God is working in each church in various ways and an acknowledgement that we need to honour his work and continue to listen to his leading. We therefore commit to finding the best ways to support every worshipping community and every local leader in the church.

We are keen to grow the church through making new Christians and to find ways to enable this to happen by putting in place a framework which will support evangelism and growth. We are keen to cut down on time-consuming administration with a view to finding ways to be church more simply.

4.1 Becoming more fruitful and sustainable

Fruitfulness

The poor	Develop a presence in the two areas of social deprivation (Ridgegrove & Lanstephan estates) with the aim of continuing with the existing ministry to meet needs in these areas as described above in 2.4 and developing new Christians and creating discipleship groups within the estates <u>Outcome:</u> an outward looking ministry of new groups of Christians in areas which do not presently have a church presence
Schools & YP	Continue with the present contact with schools to create and maintain links with families and young people, and build upon those links to establish new opportunities to grow faith and meet needs <u>Outcome:</u> ministry to families and young people growing out of schools contact
Discipleship	We plan to grow disciples in order that existing Christians grow in their faith and new Christians are brought into the church through a deliberate culture of evangelism and ongoing discipleship <u>Outcome:</u> church members built up in confidence to share their faith story and to discern their vocation
Community Life	Develop further links with local communities. Consider other midweek uses for churches - concerts, clubs etc. Continue and develop an approach to the dementia challenges (Memory Cafe and Memory services already exist). Re-engage (post-Covid) with care homes. Support groups for the elderly. <u>Outcome:</u> a church with strong community links
Global Church	Build on existing connections and encourage further links <u>Outcome:</u> this has not been much discussed, an area to look at a later time
Creation	Seek further advice from diocese and other groups about creation-friendly use and maintenance of buildings (heating) and churchyards. A few churches have signed up to appoint Creation Care Champions, some have adopted and developed churchyard wildlife areas <u>Outcome:</u> this is a new area beginning to grow in interest

Sustainability

New faith	A 3-step evangelism whole-church project. See below. <u>Outcome:</u> new Christians joining our churches
Growing faith	As above. Evangelism requires a commitment from the whole church that everyone grows in faith and shares their story <u>Outcome:</u> an expectation that sharing of faith and spiritual growth is a normal part of discipleship
Leadership	Focal leadership requires the whole church to take on responsibility for being the presence of Christ in their parish. Focal leaders cannot lead as lay leaders without the support of the whole congregation <u>Outcome:</u> growing home-grown leaders as part of church leadership succession
Diversity of calling	Step 3 of our evangelism programme involves seeking vocation and calling. Calling varies from church to church and disciple to disciple. We seek to be open to the diversity of the Holy Spirit calling rather than seeking to fill existing gaps <u>Outcome:</u> flourishing congregations

Money	Working with the diocesan generous giving advisors to make the most of modern technology, regular giving, discipleship and teaching on giving and encouraging generosity <u>Outcome:</u> ability to be able to pay our bills in full, support the wider community and employ a deanery administrator
Buildings	Working towards appropriately usable meeting spaces, eg. installing toilets, kitchen facilities, addressing heating <u>Outcome:</u> user friendly spaces for worship and community use

4.2 Our plans I - How we expect to change

Use of LICF and mission funding

It appears that clergy find it easier than laity to engage with those outside of the church who are exploring faith. Certainly the clerical collar opens doors more easily into establishments such as schools. Therefore we wish to pursue this advantage by giving clergy allocated time specifically for missional and evangelistic opportunities.

This includes the use of LICF funding for missional activities in the two areas of highest social deprivation, Ridgegrove & Lanstephan housing estates. Residents from these estates are found in all of the town schools and pre-schools where clergy already have a positive presence bringing the Bible to life and leading pupils in regular exploration of prayer and faith. By allocating LICF funding specifically to this area, clergy will have time to develop contacts, including those who request help with finance, food, heating costs and occasional offices.

Mission Funding will additionally enable clergy to bring a Christlike presence into the housing estates around the church school, St Catherines, and into the newer housing estates on the south of Launceston, and build on existing work and contact in the industrial estates. Delivery of palm crosses and invitations to a town harvest event were valued by businesses. Responses included the need of the businesses to tell the story of how they fared during lockdown, appreciation that the church has remembered them, and a request for additional Easter cards and cross to give to those in need of prayer or comfort. A sign of the value of the church is evidenced through the waiting list of businesses keen to set up a Christmas Tree in the town church.

Allocating a proportion of the LICF funding and missional funding to an incumbent will prioritise working in these areas, giving clarity both to the incumbents and their parishioners. Time will be made by cutting down on present activities and simplifying others. One area where time is used poorly at present is through incumbents doubling up on meetings due to working both in Launceston and also in their own areas. We intend to address this by simplifying to 3 separate areas with little overlap while retaining the unity of Launceston as one parish.

Team Rector: to continue work in St Catherine's school and create estate ministry where there is no existing church presence.

Team Vicar (Sean): to move from the town church of St Thomas and to take up instead the LEP at Tregadillett, reducing the number of parishioners and working with a single geographical unit instead of across two separate areas.

Team Vicar (Alison): to link St Stephen's with Moorland & Egloskerry benefice to create a single geographical area

Allocation of LICF & Mission funding	LICF Activity	Mission Activity	What are we giving up?	LICF (% of full time week)	Mission Funding (% of full time week)
Team Rector	St Catherine's & Windmill school and pre-school	Estate ministry at Chapel, Upper Chapel, new build areas team working in Ridgegrove	concentrating on just two churches to free up time to spend on mission activities	15	30
Team Vicar Alison	St Stephen's Sch, Launceston College, pre-schools; St Stephen's Church links with Ridgegrove / Lanstephan estates	team working in Ridgegrove	reducing to one geographical area of churches	20	5
Team Vicar Sean	Tregadillett school and pre-school	Lawhitton housing estate - Stourscombe team working in Ridgegrove	exchanging St Thomas Church with Tregadillett to have one geographical area of churches	10	15
Total allocation of time spent working in areas of mission & deprivation	using schools & St Stephen's ch. as catchment for areas of poverty	team work to grow churches & create new disciples	cutting down on administration through shared PCCs & appointment of a deanery administrator simplifying team working	45	50

4.3 Our plans II - Specific actions & projects [1.1]

Evangelism: a 3-step process to foster and grow new disciples.

Step 1: build on existing church connections with the community through a wide variety of events from fund-raising to invitations to special services. For instance, Oddments Theatre is booked for November to deliver the story of John Newton, slave-trader, in song, music and drama. The churches are funding this to enable free entry to all, the town mayor has gifted use of the town hall for free. Those attending will be invited to engage with further church activities.

Step 2: invite our connections to engage with the faith through joining a small group, Bible study, church service, an enquirers course or other activities. For instance, we have been teaching on invitation and welcome in our churches, learning how to share our faith story, increasing the percentage of the congregation who read the Bible regularly, setting up prayer groups and study groups in churches.

Step 3: invite those who are engaging with the faith to steps of commitment. For instance, preparation for confirmation, taking on a church role, exploring God's calling on their life, joining a small group, teaching on giving financially, taking part in a mini-retreat.

Our aim is to make this discipleship journey easily understood and easy to invite others to participate in.

Focal Leaders: developing a local Christlike presence in every community

In order to release incumbents to focus on the important work of evangelism, local churches will take on a greater role in local leadership. A Focal Leader is a person (or a group of 2 or 3) who have been identified and approved by a PCC to take on a leadership role in their parish. They become the focal point of contact within the church. For instance, they can take church services, have greater involvement in occasional offices including baptisms and weddings, conduct funerals, provide home communion, visit organisations as a school or hospital chaplain. The people in their parish will know who they are. They will be supported by their incumbent through regular training and contact.

It is desirable that every church will eventually grow their own focal leaders. Inevitably this is not always possible. Where two or more churches are linked together, such as in Boyton Benefice or a local 'hub' of churches, there may be appointed a single lay leader over several parishes. These will identify as Focal Co-ordinators rather than Focal Leaders.

Simpler Church Structures: releasing incumbents and church officers from complex administration

Reflecting that the early church created deacons to free the apostles to concentrate on 'preaching and teaching the gospel', our plan is dependent upon enabling incumbents to stop doing those things that prevent consistent and effective evangelism and discipleship. We suggest three solutions to start with.

1. Boyton Benefice will become self-supporting with the support of Revd Helen Davies in a part-time role. See appendix
2. PCCs will be held four times a year with the PCCs in each benefice meeting at the same time in the same room round their own tables. The first part of the PCC will have reports led from the front: vicar's report, deanery report, diocesan report, safeguarding updates, Creation Care updates, service rotas etc. The second part of the PCC reports will be led individually round tables: mission, fabric & buildings, finance, etc. Any additional items needing more time, such as building work or preparing for an event, can be held by the individual PCC as a one-item meeting at a separate time and may not need the parish priest or possibly even to be minuted. The shared parish of Launceston will meet the night before the three rural benefices in order that the same preparation may be used for all meetings
3. Discussion has included the appointment of a deanery administrator. A job description has been drawn up in the appendix. The administrator will ideally reduce work for PCC members, church officers and clergy. They may help with communication, by developing and maintaining outreach through websites and social media, and coordinate the services and support Focal Ministers by sharing deanery and national resources and good practice procedures. How their role will work best will develop depending upon the skill set of the person appointed and where the needs within the deanery emerge as churches change and grow
4. Further work is needed to work out how to manage the Tregadillett Local Ecumenical Partnership within this proposed simplification
5. Deanery Leadership Team comprises 3 clergy and 3 lay members (deanery Lay Chair, Secretary and Treasurer) and the administrator - loosely termed the Deanery Standing Committee they will meet every two months and be responsible for the strategy

5. Appendices 5.1–5.6

5.1 People and Finance Summary

5.2 Project Plans for major projects: The Boyton Group of Churches

5.3 The Three Rivers Benefice

5.4 The Role of the New Town-Focussed Priest

5.5 The Role of the New Deanery Administrator

5.6 The Risks involved with the Plan

5.1 People and Finance Summary

Trigg Major Deanery Ministry Funding Plan										Any major changes in following 5 years (eg tapered funding)					
These boxes = Deanery inputs										2023	2024	2025	2026	2027	2028
Current numbers eg FTEs, as 2022 toolkit	Planned post locations (FTEs)						Planned posts (FTEs)	Estimated 2023 cost per unit (£)	Estimated cost p.a. (£)	Major changes in cost p.a. (£)	Major changes in cost p.a. (£)	Major changes in cost p.a. (£)	Major changes in cost p.a. (£)	Major changes in cost p.a. (£)	
	Altarnon w Bolventor, Lawhitton, Lewannick w North Hill, Lezant and South Petherwin	Boyton, North Tamerton, St Giles-in-the-Heath, Virginstow and Werrington	Egloskerry w Tresmere, North Petherwin, Tremaine and Trewen	Launceston	Davidstow, Laneast and St Clether (Now with Egloskerry etc.)										
COSTS PLANNED IN 2023 - for DBF-paid posts and costs, - for Transforming Mission projects, & - for other new initiatives.															
Posts with costs to the DBF															
3.0	Stipendiary clergy	0.3	0.6	0.6	1.5	0.0	0.0	3.0	53,500	160,500	160,500	160,500	0	0	0
0.0	Self Supporting ministers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2,000	0	0	0	0	0	0
0.0	House for Duty	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15,000	0	0	0	0	0	0
1.0	Readers	1.0	0.0	0.0	1.0	0.0	0.0	2.0	700	1,400	1,400	1,400	0	0	0
3.0	Permission to Officiate							2.0	320	640	640	640	0	0	0
Diocesan costs shared by Deaneries															
5	Allocation based on number of ministerial groupings							3	14,250	42,750	42,750	42,750			
Authorised Ministry Costs sub-total										205,290	205,290	205,290	0	0	0
Transforming Mission - SDF funded lay staff costs										0			0	0	0
Transforming Mission - Plan & locally funded costs										10,600	10,600	10,600	0	0	0
Posts: Eg Children & Families Worker										0.0	0.0	0.0	0.0	0.0	0.0
Other costs										0	0	0	0	0	0
New posts to be contracted in the Deanery															
Eg Children & Families Worker										0.0	0.0	0.0	0.0	0.0	0.0
Other costs										0.0	0.0	0.0	0.0	0.0	0.0
Costs of other initiatives															
Eg new money advice service										0	0	0	0	0	0
Other costs										0	0	0	0	0	0
Total Plan Costs										215,890	215,890	215,890	0	0	0
COMBINED FUNDING PLANNED IN 2023															
										Estimated funding p.a. (£)	Major changes in funding p.a. (£)	Major changes in funding p.a. (£)	Major changes in funding p.a. (£)	Major changes in funding p.a. (£)	Major changes in funding p.a. (£)
2019 MMF actually paid										153,814	153,814	153,814	0	0	0
Increase/(decrease) in MMF paid vs 2019										4,186	15,186	27,186	0	0	0
Transforming Mission SDF funding										34,000	23,000	16,000	0	0	0
Posts requested funded by LICF										24,000	24,000	24,000			
Stipendiary clergy										0	0	0	0	0	0
Self Supporting ministers										0	0	0	0	0	0
House for Duty										0	0	0	0	0	0
Readers										0	0	0	0	0	0
Permission to Officiate										0	0	0	0	0	0
Other costs requested funded by LICF										0	0	0	0	0	0
Other costs										0	0	0	0	0	0
Other costs										0	0	0	0	0	0
Other costs										0	0	0	0	0	0
Other new funding sources															

APPENDIX 5.2 The Boyton group of churches

The Boyton group consists of the parishes of Boyton, North Tamerton and Werrington in Cornwall and St Giles on the Heath and Virginstow in Devon.

The plan is that these parishes should become part of the Benefice of Launceston under the oversight of the Launceston town-focus priest. If this plan is going to work, it will be important that they should be a good team player with the ability to delegate and they should not attempt to micro-manage the group.

The Boyton group work well together. They have regular churchwardens' meetings and a desire to grow their co-operation. It is envisaged that The Reverend Helen Davies, an assistant part-time self-supporting priest, would lead them in this endeavour. They have three Local Worship Leaders and they would seek to increase this number over time and extend their responsibilities to include the conduct of funerals and the preparation for baptisms and weddings.

It would be their medium term objective to identify a focal co-ordinator for the group, a person who would be widely recognised as the face of the Church of England in the five parishes, with a view to gradually relieving the Reverend Helen Davies of her duties.

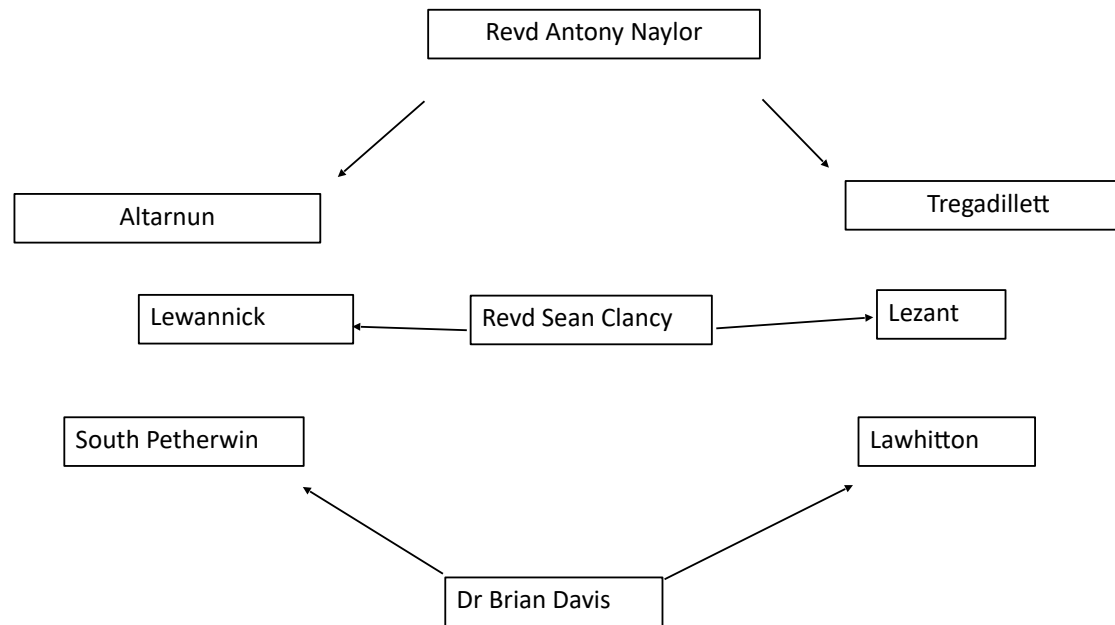
The five group PCCs would seek to work together more closely. They would hold their meetings at the same time at the same venue. For part of the time, they would meet as one to deal with items such as safeguarding and Deanery matters common to all and, for the rest of the time, they would meet separately to deal with matters exclusive to themselves.

We believe that this vision for the future of the Boyton group constitutes an exciting opportunity for increased collaboration and mutual aid and support based on an enhanced role for the laity.

APPENDIX 5.3 The Three Rivers Benefice

The Three Rivers Benefice

2 Year Plan



The Revd Sean Clancy will work with Tregadillett Church instead of St Thomas Church, to reduce travel between churches and enable working as one geographical area sharing services and events. Tregadillett will remain legally part of the single parish of Launceston.

The aim is to group the churches under one identified priest or focal minister. This would mean each church has a dedicated minister as well as the support and assistance of LWL's and LPM's. Initially this would be taken on by the Curate Revd Antony Naylor and Dr Brian Davis, with the overall responsibility for the benefice laying with the incumbent. In addition, it would be helpful if the bishop would be willing to ordain a Reader as an assistant priest, or allow the practice of Communion-by-extension.

This would mean that every church would be able to continue with at least one Eucharist service a month if not two. Lezant and Lewannick will be the churches where most of the larger discipleship courses would run and where volunteers could be pooled. However, there is an aim for LWL's to be leading bible study and other courses in their individual churches.

The 5 Year Plan.

To ensure this plan is robust it requires succession in all areas of church life. This will be done by identifying and supporting people through various courses and training opportunities. Sens Kernewek (a diocesan training course for Focal leadership) will help to provide a continuation of focal ministers to the end that each individual church has its own focal minister.

LWL's who are willing will be up-skilled and trained to not only lead Sunday services but also take baptisms and funerals. This training will be provided by the deanery so individual support can be provided. LPM'S will provide the pastoral support and where necessary training for people who are going through or about to go through various life events (baptisms, weddings and funerals).

Churchwardens and PCC Members: are a valuable part of the church and many are daunted by these roles but we aim to put on taster sessions and training to show how the roles are also a true calling. This we hope will continue to bring new people, ideas and energy into the churches.

APPENDIX 5.4 Role of the New Town-Focussed Priest

Launceston town-focus priest with oversight of Boyton Group of Churches

This post has developed as part of the response to the diocesan On the Way initiative and set within the Bishop's vision of the Saints Way.

Town ministry with two churches

- St Mary's: town centre, tourist attraction, established choir, civic services
- St Thomas': more community based, less formal, popular for weddings and baptisms, also a tourist attraction because of the priory ruins.

Features:

- opportunities for outreach:
 - to housing estates – new and established
 - industrial estates – Pennygillam and Newport
 - schools
- work with other churches through Launceston Churches Together whose projects include the foodbank, Launceston Money Advice, street pastors and homelessness - work with civic groups: town council; chamber of commerce
- incumbency oversight of the five parishes of the Boyton group ministry –see separate description
- working with colleagues across the deanery
- expected to take an active part in deanery events as part of the deanery leadership team and in chapter events

Challenges

- Outreach and discipleship to bring new people to faith and to encourage the faithful to deepen their commitment to Jesus
- connecting with younger people/generations.
- working with others to meet the MMF challenge and balance the books as per the diocesan aim. Some funding is available through LICF and the Diocesan Mission Fund.

Qualities:

Must haves:

- Experienced priest. Established pattern of personal prayer life and spiritual development
- proven town ministry experience and a passion for this type of ministry
- Team player with experience of working with lay and clergy teams
- Ability to delegate
- current driving licence and car
- ability to use computer etc

Desirable:

- understanding of rural ministry

APPENDIX 5.5 NEW POST OF DEANERY ADMINISTRATOR BASED IN LAUNCESTON, CORNWALL

We seek the support of the diocese for help and advice in implementing this post, including details of the employer, line-manager, job spec.

THE POSITION

A new post is being created to assist in the administration and running of the Deanery. The post offers 20 hours a week working both from and around the parishes, in Launceston and from home.

THE AREA.

The Deanery covers from North Tamerton to South Petherwin, and from Launceston to Davidstow.

OUR AIMS

To offer assistance to the ordained and lay members of the church team.

To support all 21 parishes and churches.

To create continuity of communication across the Deanery.

THE SKILLS

- To be a good communicator and listener
- To have good computer and IT skills
- To be able to set up and manage websites, diaries, Facebook or other social media
- To be able to take and distribute minutes.
- Understand accounts, to be able to assist with grant applications and funding streams
- The ability to learn quickly, to take on tasks outside your skill set, to be flexible
- Willingness to do routine tasks and to work on own initiative
- Confidence working with people from diverse backgrounds

QUALIFICATION AND EXPERIENCE.

Experience is of more importance than qualifications.

Requires some understanding of the structures and working of the Church of England; & the charity, voluntary and care sector.

THE ROLE.

- recruiting, training and managing employees and volunteers
- financial/accounts administration
- handling correspondence
- organising meetings and producing agendas and minutes
- answering telephone calls
- contacting potential donors
- organising social media and other publicity work
- helping to manage IT systems

Appendix 5.6 – Risks

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

Risk	Consequence	Likelihood 1= low 5 = high	Impact 1= low 5 = high	Risk 15+ major 8-14 medium 1-7 minor	Controls/Actions	Effect of action	Net Risk
Deanery Synod not in agreement with the plan	No change, possible closure churches, slow decline, lack of support to community, no appointment of a new stipendiary priest	1	5	5	On the Way group members to liaise with and re-assure Synod members	1	5
Delay in appointing a new priest during the vacancy	Extra work for existing clergy Delay in fully implementing the plan	2	5	10	Agree tight timetable for appointment and stick to it	2	10
Insufficient Focal Leaders	Clergy prevented from missional work Churches will fail to thrive	3	4	12	Establish a vocation strand, look for potential leaders, give candidates a chance to try out leadership in a supportive environment	2	8
Insufficient people stepping into key roles – Churchwarden, PCC members, safeguarding	Churches will fail to thrive and lose confidence Possible closure of affected churches	3	5	15	Seek God’s call for <u>everyone</u> & support that rather than filling gaps Focus on attracting new people to roles	2	10
Focal and local leaders resigning from roles	The church will be under-resourced	2	4	8	Establish training and equip leaders with support in their various roles	1	4
Failing to create new disciples	Decline in church membership	4	5	20	Prioritise evangelism	2	10
Failing to grow disciples to greater maturity of faith (i.e. sharing one’s faith, giving, etc)	Under-resourced churches with poorly equipped disciples	3	5	15	Encourage discipleship as a necessary and normal part of being a Christian	1	5
Failure to reduce administrative burdens upon PCCs, laity & clergy	Officers will become tired and burdened; Admin will prevent missional work taking place	3	4	12	Establish good administrative practices, out-source / employ, simplify complicated time-consuming structures	2	8
Failing to encourage and increase regular giving to meet our budget(s)	Insufficient funds to maintain the whole church	4	4	16	Teach about generous giving, encourage churches to give more generously as well as individuals	3	12

