

This has been developed and agreed by Deanery Chapter and the 'On The Way' Working Group

1. A vision for fruitfulness and sustainability

'We are called to be a Christ-centred church. A church that is nurtured and sustained in faith to be confident in its calling, fruitful and generous in reaching the young, serving the poor and needy, and caring for creation.'

This vision statement is a summary of what we believe is important, now and in the years to come. It emphasises what the church and this deanery will need to focus on if it is to be a missional church for all generations, and for our diverse and changing communities. To achieve this Christ will need to be kept at the centre of all we are and what we do.

A church for all people

We want to honour and acknowledge the richness of tradition, as well as provide new forms of church and worship. In doing this, we want to reflect Christ's desire to reach all and his call on his church to be outwardly oriented- "go".

A church for worship

Jesus said, "true worshippers will worship the Father in the Spirit and in truth, for they are the kind of worshippers the Father seeks." (John 4.23)

How we worship matters. Jesus' only instruction on how the church should worship is an imperative: *in Spirit and Truth*. For the church in this deanery to be fruitful and sustainable, we want to reflect God's instruction to be true worshippers.

A church bold in its calling

We have a choice, will we step back, or step out? Each generation before us has sought to equip and encourage the next. It is our responsibility to hand on a Spiritual legacy to the next and missing generations. This requires boldness and intentionality as we fulfil the Great Commandment ([Matt 22.36-40](#)) and the Great Commission ([Matt 28.18-20](#)).

A church called to serve

We will:

- Be sacrificially shaped for others (we are the ones willing to change).
- Develop discipleship and equip for ministry (go deeper and reach out in faith)
- Share and communicate well (be a welcoming, outward facing church)

2. Deanery now (fruitfulness and sustainability)

Pydar Deanery has twenty-four churches that are spread along parishes on the north coast of Cornwall, from Mount Hawke to Padstow.

2.1 Realities. For the past few decades, attendance has been declining and the average age of congregations has been increasing. Fewer people are doing more work (in the context of a greater need for compliance) leading to tired, dispirited people. In some of our parishes there has been a resistance to change, and little identity or desire to work with other churches. *For more detail, read Appendix E.*

In many places the church is seen as an old/ historic/ interesting building, rather than a people. The current cultural reality is that church is increasingly on the fringe of our communities, rather than having a (nostalgic) central role. Churches are often treated as a public utility- only used occasionally or seasonally.

Alongside this, our communities are grappling with the realities of a housing shortage, increasing living expenses and areas of deprivation (mostly located around Newquay, but found in most parishes in some form). There has also been a significant rise in isolation, exacerbated by the pandemic. People are less ‘connected’ than ever, despite technology.

2.2 Opportunities. Despite the challenges there are fruitful things going on in our churches, which should be celebrated and can be built upon. As we have moved to an ‘oversight ministry’ model, (where incumbents have responsibility for more churches), there have been increasing opportunities for laity to use their gifts in leadership, ministry and service.

Next Generations: In many of our communities there is an ‘open door’ for the church to engage, including local groups, schools and youth clubs.

Missing Generations: Whilst many won’t proactively engage with church, within society generally there is an increase in spirituality (not a decrease), there is an openness to explore faith, which the church must engage with.

Simpler, Humbler, Bolder: The challenges outlined above have led to bolder conversations about the future, identifying what is important and what may need to change. The pandemic has encouraged a simpler approach to services in many places, as well as offering diverse forms of worship, which is more broadly appealing.

It is the start of a cultural change within the church to be more open. This plan is built upon a desire to be open and willing to change (retaining the distinctiveness of the Gospel of Jesus), as well as a desire to be more connected within our communities and across our churches.

2.3 Fruitfulness and sustainability. The gifts of the Spirit in Galatians 5 are the evidence of a healthy fruitful church: ‘love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control.’ If we are to be sustainable and fruitful, these will be evident to all. This fruitfulness comes as we put others first (v13-15) and are led by God, ‘in step with the Spirit’ (v25).

Fruitfulness¹

The Poor	Young People	Community Life
Schools	Discipleship	Global Church

Our churches are involved in our communities in many ways. However, the areas where there are significant gaps are in: schools, young people, discipleship and being connected to the global church. Each of these areas are addressed in the plan.

Sustainability

New Faith	Leadership	Money
Growing Faith	Diversity of calling	Buildings

Each of these areas of sustainability require action locally (in each benefice). The plan seeks to address these.

¹ These four areas of Fruitfulness and Sustainability have been identified by the On The Way process.

3. A plan for the future.

3.1 Aspirations for the next few years, with Jesus at the centre:

- We will have fresh expressions of church in every benefice.
- We will establish a new church in Newquay and a Bishop’s Mission Order for the deanery.
- We will double the number of children and families in church within two years; quadrupling in four years.
- We will ensure everyone in our communities can always find out more about Christianity.
- We will encourage discipleship and going deeper in faith.
- We will encourage diverse forms of worship that reflect God’s desire for worshipping in ‘Spirit and Truth’.
- We will encourage and involve the laity and help people discover their spiritual gifts.
- We will partner with other organisations as we love our communities and care for creation.
- We will develop a ‘net zero’ plan for our churches in-line with the CoE’s target for 2030.²
- We will simplify our governance structures to encourage mission and ministry.
- We will focus new resource on sharing faith with the next and missing generations.
- Pay our MMF ‘Call’ in full.³

3.2 Bishop’s Mission Order (BMO): Reaching Newquay

This BMO is in response to the most significant missional need in our deanery, the Newquay area. It will involve the establishment of a new church (St Gregory’s), under the leadership of an ordained minister. This will be a new model of church, focusing on the unreached and next generations.

The Pydar ‘On The Way’ team, which includes Deanery Chapter, has strongly agreed that this is a great way for the Deanery to incorporate new forms/model of church alongside the existing.

The Pydar ‘On The Way’ team would like to strongly endorse and support the proposal by Revd Anna Mason, who will establish and lead the church. It is anticipated that the church will be independently financially sustainable within five to seven years

See Appendix A for more information.

3.3 The details of the plan

The plan reflects the local missional opportunities as well as the initiatives we hold in common. It is envisaged that we will support each other on the journey. Some of these activities have already started; however most have not. The emphasis is drawing people into the Kingdom of God.

See fig 1.

² www.churchofengland.org/news-and-media/news-and-statements/general-synod-sets-2030-net-zero-carbon-target

³ MMF: *Mission and Ministry Fund*. The MMF is managed by the Diocese Board of Finance and pays for clergy, training, safeguarding and a variety of other essential support functions. Each church needs to contribute towards this to ensure the church can fulfil its calling and is fruitful and sustainable.

	Fruitfulness						Sustainable					When?		
	The Poor	Schools	Young People	Discipleship	Community Life	Global Church	New Faith	Growing Faith	Diversity of calling	Money	Buildings	Now	1-2 years	3+ years
Lann Pydar:														
Hospitality and help to those in poverty in St Columb Major, centred around Foodbank and CAP	✓				✓								✓	
Develop a youth and children's team		✓	✓	✓				✓					✓	
Develop missional areas on estates in St Columb Major, Indian Queens and St Eval, (Missional minister).					✓		✓		✓				✓	
Atlantic Coast:														
Coordinator for the community hub working in association with the NHS community navigator;	✓				✓								✓	
Environmental champion					✓			✓					✓	
Intergenerational coordinator			✓		✓			✓	✓				✓	
Towan Blystra:														
Create a Social Justice Hub (partner with Lann Pydar)	✓				✓								✓	
Pop up church			✓	✓	✓		✓		✓			✓		
Youth & Children provision (partner with Lann Pydar)			✓				✓	✓					✓	
Create buildings that are multi-use community resources across the benefice;			✓		✓						✓			✓
Simplify benefice administration.									✓			✓		
Padstow Area:														
Partner with local councils to create a Youth Hub, requiring a part-funded families & youth 'minister';		✓	✓	✓	✓		✓	✓					✓	
Build on the growing family and children's ministry by appoint a family and children's minister/worker.		✓	✓	✓	✓		✓	✓	✓				✓	
Create a community and family mixed use space;		✓	✓		✓						✓		✓	
Newquay- BMO & St Gregory's														
Establish new church in community		✓	✓	✓	✓		✓	✓	✓			✓		
Youth and children's outreach		✓	✓		✓			✓				✓		
Discipleship groups			✓	✓			✓	✓	✓				✓	
Common initiatives (all benefices)														
New faith courses (Alpha, etc.)				✓	✓		✓	✓				✓		
Faith growing courses (Bible Course, etc.)				✓				✓				✓		
Teaching and Bible study				✓	✓		✓	✓				✓		
New Fellowship & Life groups				✓	✓		✓	✓				✓		
CAP courses for churches	✓				✓					✓			✓	
CAP provision in communities	✓				✓								✓	
Partnership with international church(es)						✓							✓	
Global mission representative in each benefice						✓							✓	
Review use of church buildings					✓						✓		✓	
Net Zero' by 2030					✓						✓		✓	✓
Help laity develop their gifts and calling				✓				✓	✓				✓	
Improve stewardship and giving/tithing				✓				✓		✓		✓		
Install Cashless giving systems										✓			✓	
Potential for 'Celtic Funeral Company' for Mid-Cornwall					✓			✓					✓	

Fig 1. Key opportunities for new mission and ministry

4. New resources required for mission

Mission & LIC Funds over seven years

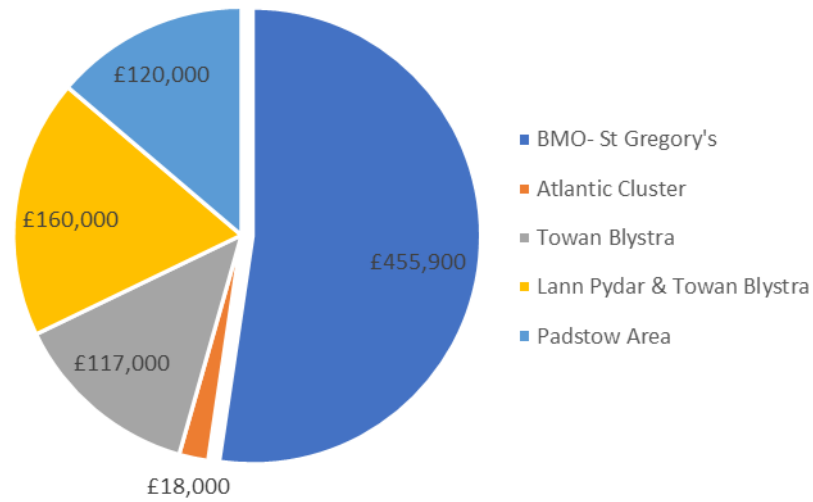


Fig 2. New funds allocated for mission across the deanery

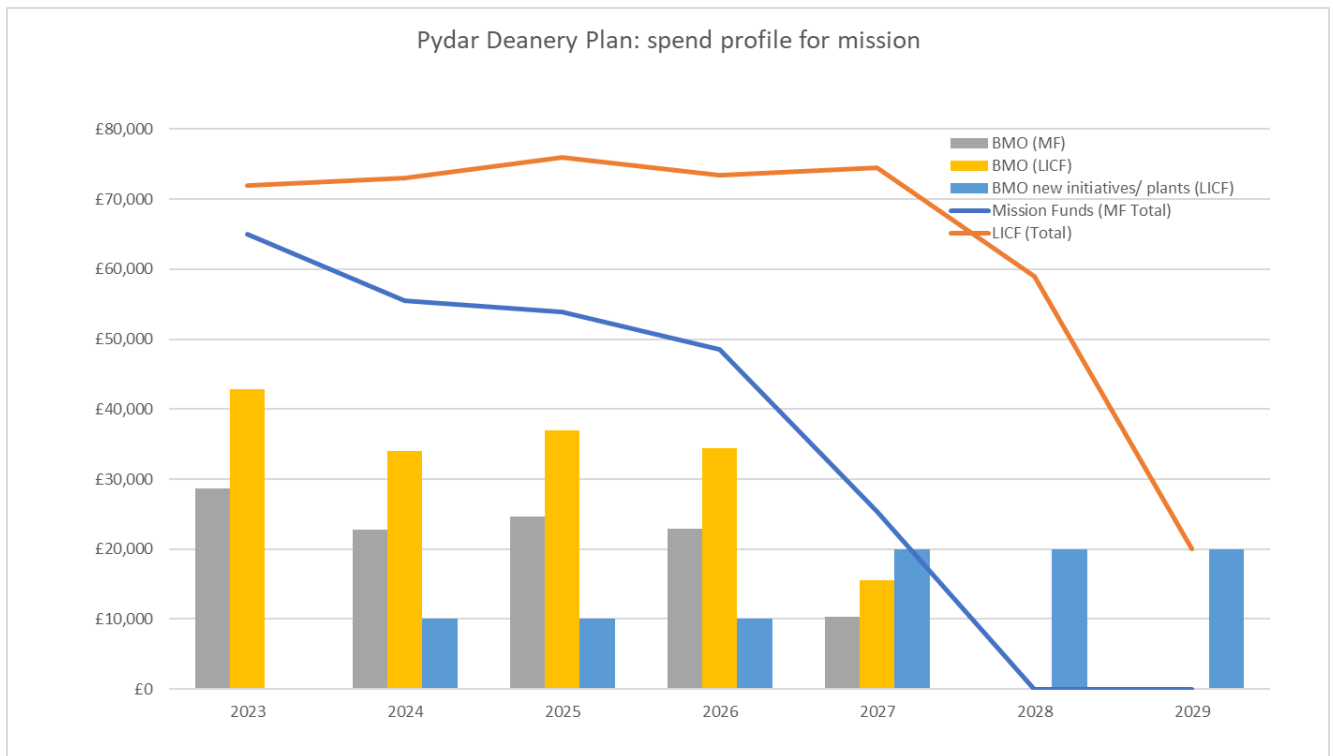


Fig 3. Mission and LIC Funds spend profile

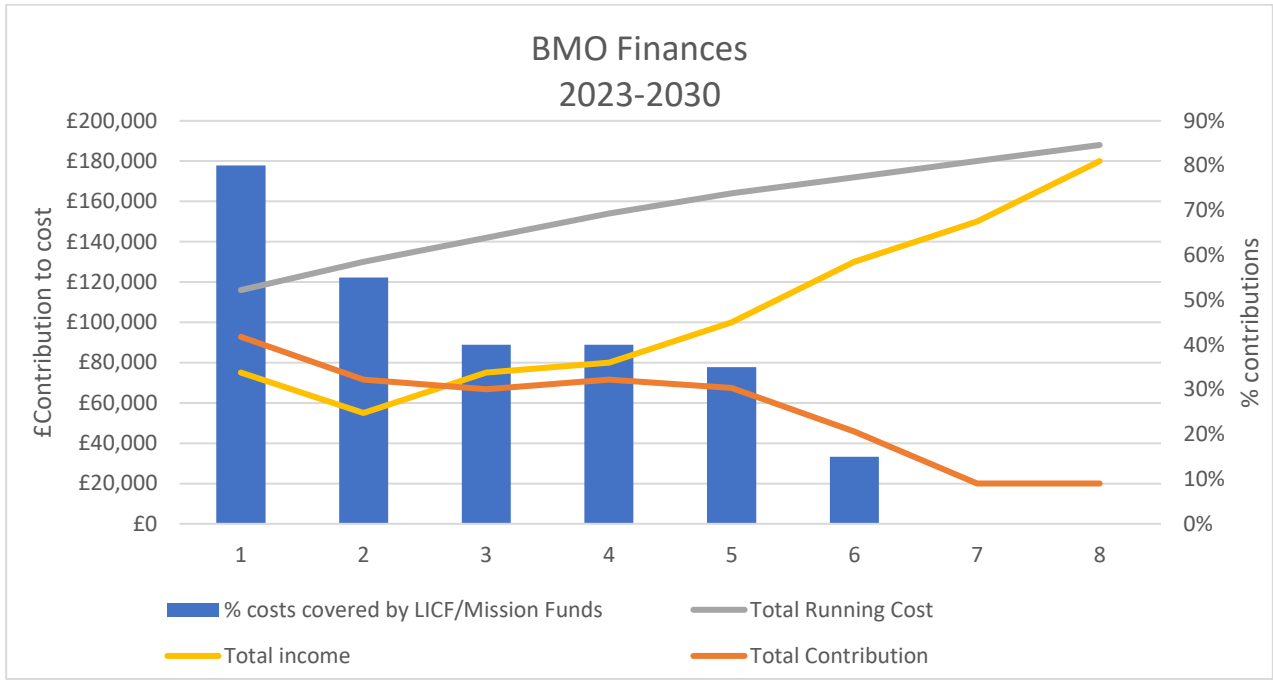


Fig 4. BMO financial summary

Proposed spend profile	2023	2024	2025	2026	2027	2028	2029	2030	
Mission Funds	£102,120	£65,000	£55,520	£53,840	£48,560	£25,320	£0	£0	£350,360
LICF	£72,680	£71,900	£73,080	£75,960	£73,440	£74,480	£59,000	£20,000	£520,540
LICF Unallocated							£13,000	£52,000	£65,000

5. Delivery: What needs to happen next

The main pre-requisite for achieving this plan will be having the right culture across the deanery. The deanery does not have a track-record of working together and synod has never had to oversee such an ambitious and missional task. It necessitates working differently. This plan provides a great opportunity to support each other in our diverse missional opportunities as well as be united in our shared purpose and vision of putting Christ at the centre. It will require boldness and humility.

We suggest these happen immediately to encourage successful delivery (mission/ministry):

- Deanery Synod and Episcopal College approves the plan.
- An urgent review of chapter and synod and facilitated discussions of how best to organize ourselves for mission (i.e. delivery). This review should also incorporate how the wider chapter, laity and church officers may be supported and involved (section 6 provides one possible approach). It needs to be realistic about i) the current and ii) needed culture for mission.
- Work with diocesan team to develop a robust governance structure for delivery.
- Work with diocesan team to lighten the load for church officers and incumbents (i.e. are there ways to reduce duplication and free up resource/capacity?).
- Identify how the deanery will recruit and employ staff.
- Address the issues raised in the risk assessment (Appendix E).
- Encourage stewardship, to pay the MMF 'Call' in full.

6. Delivery: Our Structure and Roles

Clergy. Each established benefice will have an incumbent (stipend) oversight minister. In addition St Gregory’s will have a stipend minister.

SSMs and PTOs. Existing SSMs and PTOs will remain under the oversight of their incumbents. We would like to encourage a missional and pioneering emphasis in this valued ministry.

Pioneers. Currently there are several lay pioneer ministers, and we would like to encourage more lay pioneer ministers, whose ministries will be shaped by their individual gifts and calling and located in community.

Worship Leaders (WLs) We have a wonderful diversity of Worship Leaders and we would like to encourage and develop this vital ministry. We would like to help each WL to develop their ministry and create clear opportunities for new Worship Leaders, whether through local training events and an improved network across the deanery.

Ordinands and Curates. All our benefices are good places for training and developing the clergy of the future. We would like to encourage an emphasis on pioneering forms of ministry, particularly to the next and missing generations.

Social Justice and Creation Care Coordinators/Champions. Whilst the emphasis of these roles may be located in a specific benefice, the idea is that there will be active sharing and encouragement of this ministry across the deanery. For example, the CoE’s commitment to ‘Net Zero’ is a shared commitment across the deanery, as well as the diocese; therefore, coordination will be needed.

Children & Youth Ministers. As teams and individuals are appointed, we would like to encourage the mutual flourishing of local ‘next generation’ ministries across the deanery. We hope this will be achieved by regular gatherings. We would also like to ensure that the next generation has a significant place at all levels of church, from PCCs to Deanery Synod to ensure better representation.⁴

Church Officers. We would like to review how best to support these valued individuals and encourage others that if they take on roles (warden, treasurer, safeguarding, secretary, etc.) they will receive the support and help they need. This may be at a deanery or diocesan level.

PCCs. In recognition that there is duplication and an increase of governance and compliance that is on the shoulders of fewer people, PCCs will need to be supported to become simpler and some roles may need to be shared. We would like to encourage PCCs to work in greater collaboration, wherever possible.

Deanery Synod. The purpose, priorities and missional needs of this plan will require deanery synod to support and enable this plan. The synod will need to be a place where the ‘mixed economy’ of the church can be celebrated and where the missional priorities for our communities and the next generations are the focus, with Christ at the centre. Deanery’s purpose and how it works will be part of a review, facilitated by the diocese.

⁴ Recent research by the Church of England into Children and Youth Ministries should inform the development of these ministries locally. www.churchofengland.org/vision

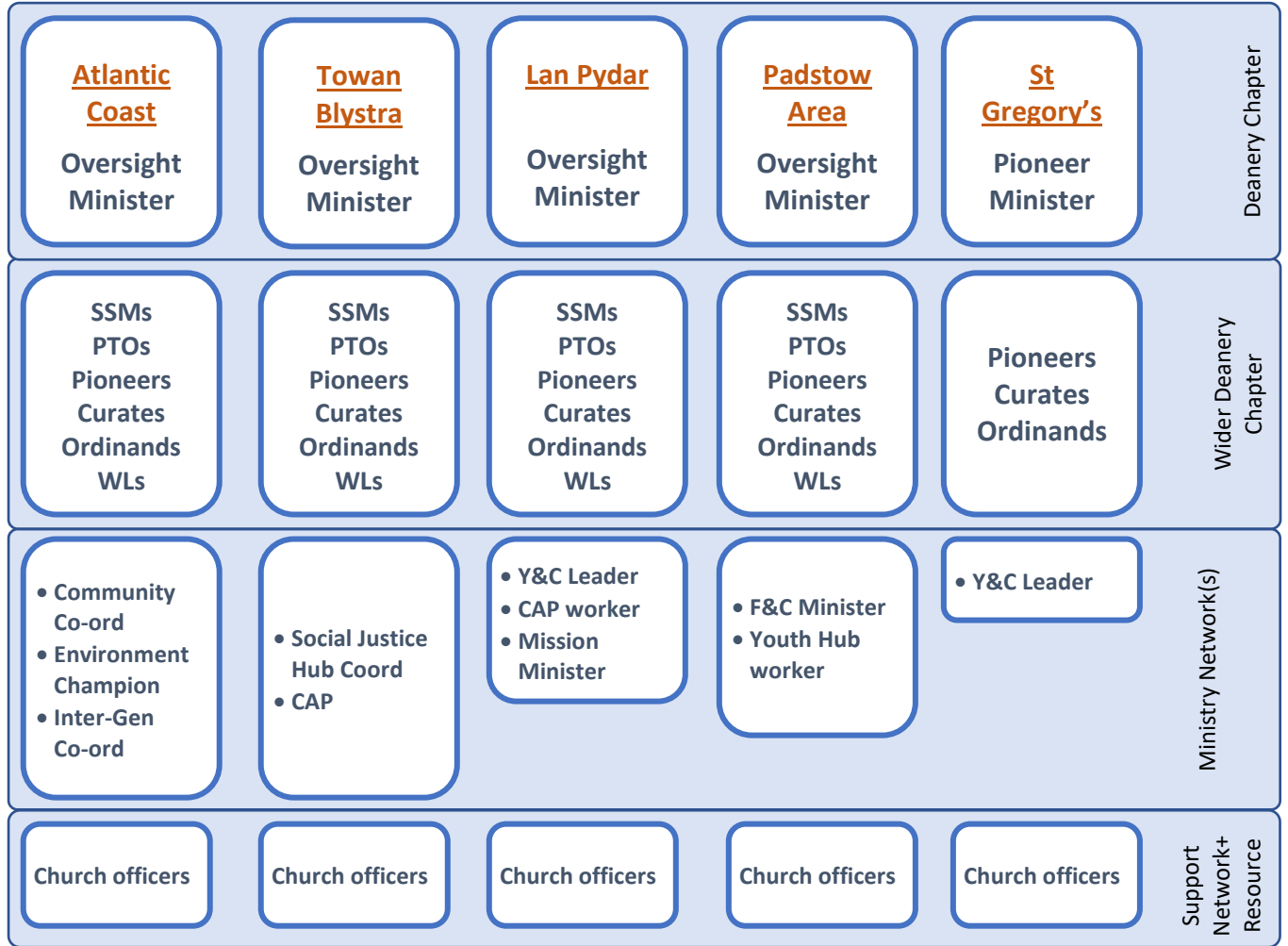


Fig. 5 Deanery Structures

Appendices

- A. BMO
- B. Background Information
- C. Missional priorities around the benefice
- D. Summary of investment for mission
- E. Risks
- F. Summary of community survey
- G. Pre-pandemic attendance
- H. MMF during the pre-pandemic

A. BMO

Proposal for a New Worshipping Community

February 2022

The paper outlines a proposed BMO into the Pydar Deanery with a resourcing centre in Newquay. The vision would be to start a new worshipping community who are compassionate, courageous, and creative in mission across the Pydar Deanery.

The purpose of this proposal is to facilitate a discussion with the 'On The Way' consultation team so a decision can be made as to whether Truro diocese can imagine this project forming part of its mixed ecology of churches working together to grow in prayer, make new disciples and serve the people of Cornwall.

This proposal reflects my current understanding of what I discern God calling me to. It is a spacious vision open to being shaped by those called to join me on this journey. However, I hope this paper is helpful and aids the discernment process.

About Me

I am 35 years old. I am currently one of the Associate Leaders at Kings Cross Church (KXC), a central London church. KXC is a 12-year-old 'network church with a local vision', authorised by a Bishops Mission Order.

My role at KXC – in addition to preaching, service leading, the occasional offices and presiding at the Eucharist – has included:

- Oversight of specific congregations
- Supervision of ordinands
- Leading the mission team including setting up of a community centre
- Oversight of around 50 'Hubs' (mid-week small groups)
- Developing our discipleship resource called 'Pattern' (www.pattern.org.uk)
- Setting up and running the 'Apprenticeship Year'



I moved to Truro when I was 16 years old, and it was during my time living in Cornwall I came to faith in Jesus. I trained as a primary school teacher in Cheltenham, although quickly realised that while I had a passion for young people, I was more interested in their spiritual development than their educational needs. For 8 years, I worked with young people between the ages of 4-25, including 4 years at Exeter Network Church.

During my time in youth ministry, I had various roles within New Wine's youth team, including two years of overseeing all the youth venues at their summer conference. I still care passionately about young people and currently serve Onelife (www.onelifeleaders.com), a youth organisation, as a trustee.

Unable to deny my sense of call to priesthood any longer, I moved to London to train at St Mellitus College I received my Masters in Theology, Mission and Ministry.

I knew the move to London was never going to be permanent. My love for the Southwest never dimmed and I have sensed for a while now that Jesus has been calling me to serve Him in Cornwall.

The Proposal

By way of an overview, these are the key things the proposal is asking for:

To be a church that plants churches: I feel called to be a priest in the Church of England and to outwork that calling – in the long term – by leading and planting churches across the Southwest. Being a church is important to me as I believe the church – anchored in the redemptive story of God, organised around the sacraments, filled with the power of the Holy Spirit and courageously creative in mission – is the hope for the world. I have a passion and, I think, skill for raising up leaders and I would love to be able to have ordinands and curates at different points who could go on to plant, or lead, other churches in the region.

To have a Bishop's Mission Order (BMO) The vision of this church plant is to be a highly creative and bold missional movement – reaching out to those who do not yet know Jesus across the deanery in response to the leading of the Holy Spirit. My understanding and personal experience is that a BMO is the Church of England's mechanism for enabling such a project to flourish across parish boundaries and would facilitate the missional freedom required. I take great encouragement from the House of Bishops' Report on Church Planting (June 2018) which describes a "new normal" where newer forms of church planting expressions are considered an equal part of a new "ecology" of Anglican mission. With this distinctive missional foundation established through the BMO, I would hope to establish clear protocols that would provide the basis for positive and fruitful partnership with local clergy in the deanery.

To launch in September 2022 My curacy ends in July 2022 and I would hope to transfer to the diocese of Truro, beginning active ministry from September 2022. For a September launch to be successful, I would love an indication of support regarding this proposal from the Deanery and Diocese by Easter. This would give me time to communicate my leaving to KXC in May, build an infrastructure and begin a fundraising journey.

The Vision

The working vision of the church is "to wholeheartedly follow Jesus and to serve Him in Cornwall and beyond."

I see an opportunity for a gathered church in Newquay, with wide and deep networks across the Pydar deanery. It would be a church which would be intentionally pioneering and adventurous in mission and evangelism.

I believe this vision would be in line with the vision of Truro Diocese outlined in the Saints Way: We will be people of prayer, holiness and generosity, responding to the wind of the Spirit leading us out beyond ourselves, seeking fresh and innovative opportunities to love and serve and share.

From St Basil to Bonhoeffer, I have many heroes of the faith; and I am fascinated and inspired by the stories of John Wesley, Billy Bray and the Celtic Saints courageously sharing the love of Jesus in Cornwall. It is characters such as these, who patterned their lives after the life, death, and resurrection of Jesus, that have shaped my understanding of mission and ministry.

The ideas below are formed from my theological wrestles in conversation with some of the best practice I have seen. As I have prayerfully considered these ideas, I have intentionally made them flexible enough to be applied to the unique context of the Pydar Deanery. Of course, the plans are far from fixed, and I would intentionally seek to be responsive to people, place and, centrally, the presence of God.

Sundays

I would imagine renting a space to host a Sunday service in Newquay. It would probably begin in a home, while a core community is formed. There are several people, without any push from me, who are already discerning a call to partner with me in this journey.

I come from a charismatic tradition and am committed to gathered worship with a focus on encountering Jesus through sung worship, biblical teaching, and ministry in the power of the Holy Spirit, whilst remaining anchored in the sacraments.

I am committed to creating space for kids and youth. Any venue would need to include a safe space for young people to be at home and be valued members of the gatherings.

There would be a strong emphasis on using language accessible to those who are not familiar with church environments and commentary to explain the novel aspects of a church service.

Midweek

Networks

Groups of 5-20 people gathering across the deanery on a weekly or fortnightly basis around a shared vision. Each Network would be led by at least two lay members of the church and supported by the leadership of the church. The purpose of the Networks would be to engage in meaningful ways with the community around us, serving and offering community to people on their terms.

I envision there be two types of Networks initially:

- Village
- Activity

A 'village' network would have a vision centred on seeking the wellbeing of a particular area. It could involve such activities as prayer walks, hosting meals for neighbours or responding to local needs. An 'activity' network would gather around a shared interest such as a book club, cold water swimming or a choir.

These 'Networks' will be lightweight and could be as varied as the people living in the Pydar Deanery. A great opportunity to engage with people who would find entering a church building a challenge, a way to meet people where they are.

A re-worked Version of Pattern

I have worked on a discipleship resource called Pattern; you can read more here: www.pattern.org.uk. It is essentially a group of 3-4 people meeting regularly to pray with one another and to form habits, or patterns, which help them be with Jesus, become like him and do what he did. It would need re-working for a different context, but I would be keen to explore how to engage small groups in the spiritual disciplines to resource people's interior life with God.



Family Life

I was encouraged by the specific mention of young people in the Saints Way document. I have not shaken my passion for young people and would want them to take a central part in the communal life of the church. I believe a multigenerational church serves everyone; everyone benefits when each generation bring their full contribution. There would be a deliberate focus on family life defined around Jesus; where all are considered brothers or sisters: single or married, young or old, whether children are fostered or biological.

Climate Justice

I have a real passion for climate justice being an embedded part of Christian discipleship. I would love to explore ways the church could engage in care for creation, as well as simply enjoying and celebrating the rich beauty of the north coast.

Prayer Nights

Monthly nights of prayer where we give space for extended worship and intercession to both seek God's heart and pray for an inbreaking of His Kingdom in the deanery.

Party Nights

Jesus was constantly eating and drinking with people, which feels like a good excuse to do the same! Regular rhythms of socials and parties where we extend hospitality to one another as a gathered community as well those we are engaging with through Networks.

Cultural Renewal

I believe that the church is not just good news to individuals but to the wider culture. I therefore want to encourage and foster an entrepreneurial community who find creative ways to respond to the needs of the community – be that through business enterprises, charities, or compassion projects.

Why a BMO?

From my understanding, the On the Way consultation process is discerning the future of ministry across the Pydar Deanery in a way that is both fruitful and sustainable. This includes an openness for a deanery-wide mission initiative which engages across parish boundaries in new and creative ways.

The reason I have presented this idea as a BMO, is that a BMO is an established mechanism that exists for such a purpose. The Church of England Code of Practice on Mission Initiatives states

The BMO is designed as a flexible tool to support the development of new worshipping communities in contexts where wider recognition is necessary and helpful, part of a “mixed economy” of fresh expressions of church alongside traditional parishes.

A BMO may be desirable in launching a new initiative involving mission, collaboration, and co-operation across a number of different parishes or deaneries, in order to describe the scope of the project, define the necessary partnerships, ensure appropriate oversight and support and assure continuity through changes in tenure.

A BMO would enable my proposed idea to have a clear and autonomous vision, whilst at the same time enabling robust accountability and facilitating the relationship between the new initiative and existing parishes.

A BMO is intended to affirm, enable, encourage, and support a new or existing mission initiative within the overall ordering of the life of the Church, through:

Pydar Deanery Plan [Appendices] Christ at the Centre

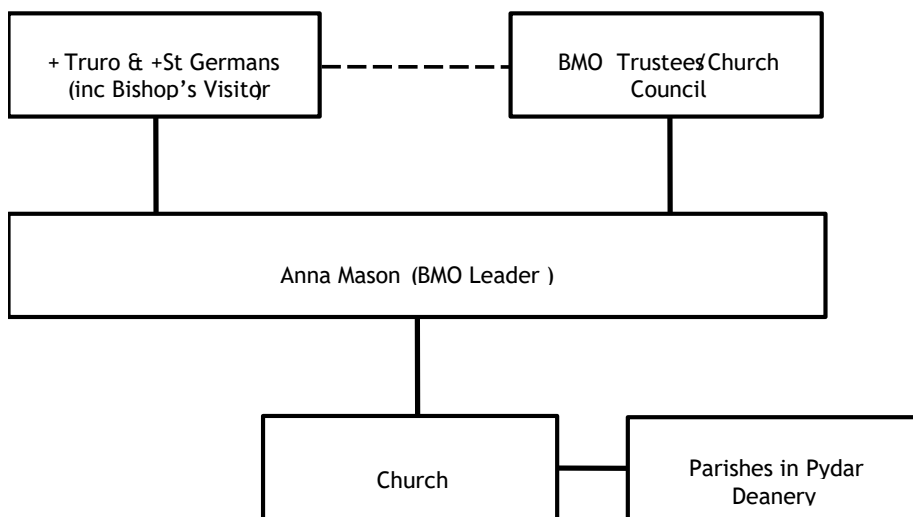
- effective legal recognition of a new or existing Christian community within the life of the diocese(s)
- appropriate and supportive oversight of plans and resources
- encouraging creative partnerships between parishes and deaneries and with other Churches
- ensuring proper provision for ministry (including administration of the sacraments)
- where necessary, making lawful acts that would not otherwise be lawful; and • ensuring compliance with legal guidelines and best practice in (for example) employment legislation, safeguarding and the care of the vulnerable.

Organisational Structure & Governance

As a BMO does not exist within a parish, it does not have a PCC to provide it with accountability. The proposal is for the church to exist as a Charitable Company Limited by Guarantee with a set of trustees providing oversight. KXC, which is established in this way, could provide a model that combines robust accountability and organisational flexibility to be able to engage with creative mission.

Below is a diagram to best reflect my understanding of how a likely governance flow and organisational structure might look. It is designed to reflect that I would submit to the episcopal authority of my diocesan and suffragan Bishops and to the church’s trustees as I lead the church. It includes the naming of an individual who would act as the Bishop’s Visitor, who would have regular contact with the church and report to the Bishop on its progress.

It also reflects my inclusion in the Pydar Deanery. I would hope to establish clear protocols that would provide the basis for positive and fruitful partnership with local clergy in the deanery. I want to be highly committed to the communal life of deanery and not exist on the periphery.



Partnerships

I would consider myself to be stepping into an already thriving diocese to serve the vision of - and submit to the authority of - Bishop Philip and Bishop Hugh. I want to be highly committed to the communal life of the diocese. I would invest in positive working relationships with local clergy faithfully outworking their call in the area. And seek to work together within the deanery.

I am acutely aware that a move to Cornwall, and the proposal I have outlined, will have its challenges. I am not naïve to this prospect, and therefore have built strong relational partnerships to provide support and encouragement.

Kings Cross Church, London

I have been at KXC for 6 years and part of its vision is to be a church that raises up leaders to lead missional and pioneering churches. Once these leaders leave KXC, there is no official oversight of the church by KXC. However, it is developing a family of churches called Table, which is an informal opt-in network of relationships - led by Pete and Bee Hughes - where we support one another, share learning, and share resources.



I would continue to look to Pete and Bee as coaches and mentors as I go on this adventure of pioneering. As part of Table, we have committed to meet termly to share learning and pray for one another and to two overnight retreats each year that will be a context for emotional and spiritual support.

KXC have also generously committed to a one-off gift to act as seed-funding to support this vision. On top of this, there will be a giving appeal to the congregation to contribute to this vision.

Statement of support

We are hugely excited to be supporting Anna as she explores planting in Cornwall. She is an exceptional leader who has served our church community over the last six years with passion, integrity and commitment. Her call to Cornwall has been present from the beginning of her time at KXC, and has been increasingly stirring in the last few years. We wholeheartedly endorse Anna as a leader, and the discernment process that has led to this point, very much seeing the call of the Spirit on her life to the South West. We are committed to provide ongoing support for Anna, both in prayer and through friendship, and would love to see this exciting vision become a reality.

Rev Peter Hughes, Leader of Kings Cross Church

St Basil Church, Devon

One of the churches planted from KXC, and part of the Table network, is St Basils (www.stbasils.church). It is led by Pete James, a good friend and former colleague. Unusually, St Basils has not been planted in the city centre but on a farm on the outskirts of Exeter. It might be a helpful case study of a KXC plant; Pete James and Archdeacon Andrew Beane may be helpful people to connect with as you discern.



Beyond our link within Table, Pete James and I are committed to supporting each other in ministry. There is a share love and long-term commitment to the region. It was as divine conspiracy that we both ended up working together at KXC. I have no doubt a partnership would form between the two BMO's as we share learning and cheer each other on.

Statement of support

Anna and I worked very closely together as we served KXC and its wider community for several years. I can honestly say without any hesitation that she is one of the best leaders - and people! - I've ever met. Her faith builds faith in others, her humour breaks down walls, and her hunger for the things of the Kingdom is infectious. She has integrity, depth, skill, and an unflinching passion for God's healing activity in a hurting world.

I have watched her wrestle with God over this possible call to Cornwall and the Pydar Deanery. Her sense of conviction that you find in this proposal is not arrived at cheaply or conveniently. I hope you will find in it's pages what I know to be true of Anna: boldness for the sake of the unchurched; creativity in her thinking; compassion for the marginalised; obedience to the leading of the Spirit; skill and experience; and a humility to serve and complement that which God is already doing around the deanery and diocese.

Should the diocese agree that God is in this proposal and a plant emerges, I - and the rest of us here at St Basil's - would support her in any way we could. We want to champion where the Spirit is bringing about new Kingdom life across the Southwest: and this, in my mind, feels like precisely one of those things.

Rev Peter James, Leader of St Basils

New Street Church, Falmouth

I was very fortunate to spend time with Sophie Chatten, the Lead Minister at New Street Church, Falmouth. We met with no agenda other than to connect. I was deeply encouraged by her warmth and willingness to partner together.



Statement of support

Having spoken with Anna, I can immediately see ways that New Street could help support a new church plant on the north coast. We have been investing in and training our younger leaders and I believe that we could encourage some of these to prayerfully consider joining a new church plant - and I believe that we could also then hope that they would, in due course, move on to plant somewhere else in due course.

I wholeheartedly support Anna's recommendation. It feels very timely and I sense an invitation from God to join in with what he's been calling her to. She brings with her experience, passion and faith and, most importantly, a strong sense of call from God to this ministry and mission. As we continue to explore what 'church planting' might look like for us as a Diocese, I think she would be an invaluable gift and I would be extremely keen to work with her in reflecting on our experiences as New Street and looking to how we might work collaboratively to further hone a model of church planting that fits this context at this time.

Rev Sophie Chatten, Lead Minister of New Street Church, Falmouth

B. Deanery: Additional Information

1. The Benefices of Pydar Deanery

- Atlantic Coast Cluster (six churches)⁵
- Lann Pydar (seven churches)
- Padstow Area (five churches)
- Towan Blystra with Withiel/St Wenn (six churches)

[At the time of publication: 4 incumbents, 2 SSMS, 11 PTOs, 6 Readers, 32 WLS, and 11 PTOs. 11 other buildings]

The 'On The Way' (OTW)⁶ process has encouraged us to face realities about the sustainability of ministry and the effectiveness (fruitfulness) of our mission. It is worth emphasising that Pydar deanery has no significant track-record of collaborative ministry and many of its benefices have been formed within the past five-seven years. The culture within the deanery (and within some parishes) is relatively risk-averse and resistant to change. Similarly, leadership has been established based on an historical/traditional model of church, which has a tendency towards parochialism and preference-based ministry. This is reflected in an approach to 'mission', which has been somewhat inward facing.

Consequently, the two key challenges for achieving this plan will be to reflect on: i) culture and ii) behaviour, as we seek to be Christ-centred, become more missional, and demonstrate collaborative leadership and ministries. *[A more expansive review of risks and mitigations can be found in appendix E.]*

This plan demonstrates local benefice plans, how they interrelate and the establishment of new model(s) of being church to meet the greatest needs and missional opportunities.

2. Our Approach- Be Bold!

We want to step forward boldly. The history of God's people, whether in the Bible or in Church history, is filled with individuals and groups who were tasked with stepping out boldly in faith, and following God.

In Cornwall, we are inheritors of a remarkable and distinctive Christian heritage stretching back many centuries, to the earliest days of the Christian faith. This is a land where the good news of Jesus has been shared with passion and commitment, and at risk to life and limb, from the days of Piran and Petroc, through to the days of John Wesley, Henry Martyn and Billy Bray. This too has been a place of imagination and creativity which has significantly shaped the wider world.⁷ We are the stewards of that spiritual heritage, as well as the call to go forth and make disciples.⁸ Like our forebears and Jesus' first disciples, we too want to be obedient to being both **humble** (led by Christ) and being **bold** (reaching others for Christ).

⁵ 1 FTE, 1 HFD July 2023, 0.1 towards Powder FTE

⁶ <https://trurodiocese.org.uk/about-us/on-the-way/>

⁷ From The Saints Way (June 2020)

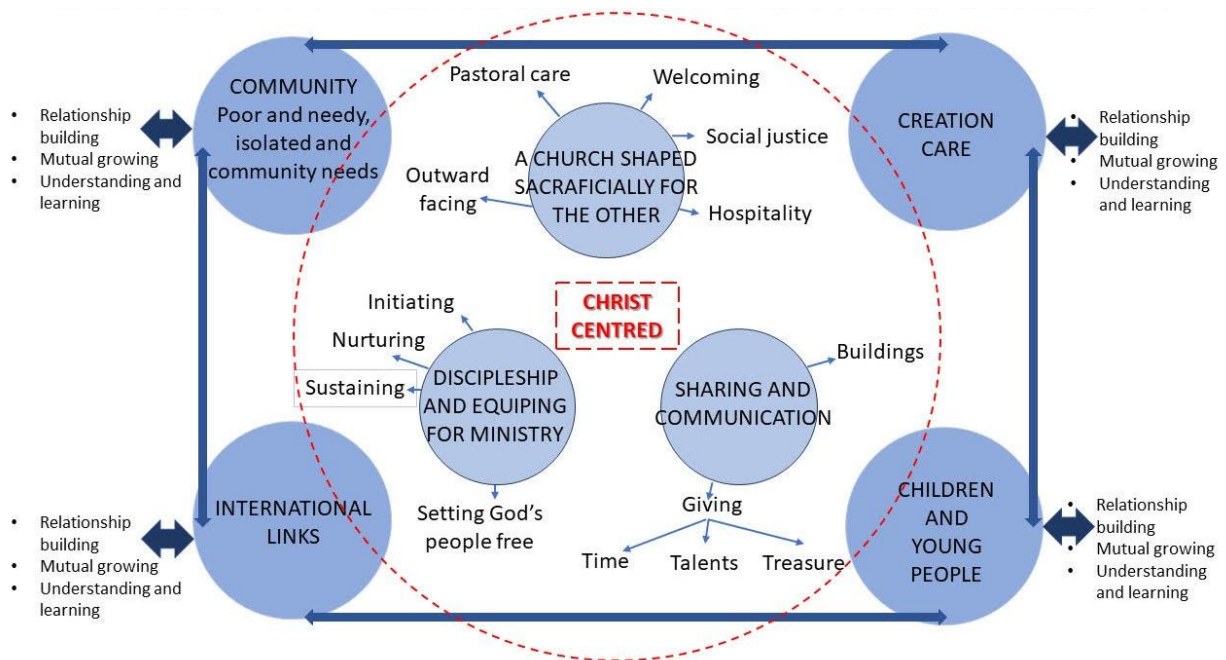
⁸ Matthew 28.19

This includes an openness to new models of church, encouraging existing and new forms of worship, and being open to reviewing existing structures and approaches, as we are led by God.⁹

3. Mission and Ministry Priorities

Four Areas of Mission

- Community: serving people in need
- Children, families, and young people
- Care of Creation
- International links



4. Resource priorities

We are committed to using new resource for mission to reach those not in our churches. Whilst we are a church for all, the priority must be reaching young people and families. All missional activities that could be described as 'social gospel' will be resourced from existing forms of ministry and church, this includes initiatives focussed on *Creation Care, Community and International Links*. New resources will focus on families, children, and young people, who are significantly under-represented in our churches and are essential for healthy and balanced churches in our communities. They also present the most pressing strategic missional opportunity for longer-term growth and sustainability. LICF funds will focus on Newquay.¹⁰

⁹ This also reflects the Church of England's vision, which is summarised as: 1) **To become a church of missionary disciples** where all God's people are free to live the Christian life, wherever we spend our time Sunday to Saturday. 2) **To be a church where mixed ecology is the norm*** – where every person in England has access to an enriching and compelling community of faith by adding new churches and new forms of Church to our parishes, schools and chaplaincies. 3) **To be a church that is younger and more diverse.**

*The 'mixed ecology' describes the flourishing of church and ministry in our parishes, and in other communities of faith through things like church planting, fresh expressions of church, etc.

¹⁰ LICF: Lowest Income Community Funding. There is clear evidence that Newquay has the greatest need.

5. Enablers for the future

- **Emphasis on Discipleship, sharing faith, teaching the Gospel.** Being boldly Christ-centered: we will explain the faith and help people go deeper in faith.
- **Review of the support, governance and ministry structures** of the deanery to deliver the plan. The Deanery synod and chapter are run in such a way as to encourage collaborative working.
- **Review of all churches to ensure their long-term fruitfulness and sustainability.** We would like to review the use of churches, to support appropriate ministry and resourcing for our rural churches.
- **Financial sustainability** will need to be rolled out across the deanery, including a transparent and supportive approach to MMF, encouraging planned giving, and promoting 'generosity'. This may require the support of the Diocese Finance Team. The deanery plan assumes that the deanery will pay the MMF call in full.
- **Improved communication/links across deanery**

C. Missional opportunities around the Deanery

<p>Lann Pydar</p> <ul style="list-style-type: none"> ■ 2 new house groups to start post Easter 2022 Bible study course* ■ Possible Alpha course ■ Growing leaders (SK Bishops course, 1 exploring ordination, 2 new LWL, and possibly 2 more)* ■ St Columb Foodbank* ■ Community Larder ■ Russian Orthodox church ■ Land at St Eval ■ St Francis mission church next steps ■ Kingsley village * ■ St Columb allotments ■ St Columb Town Council working relationships ■ Local relationships with MVCs, Rotary, Arts and Heritage, Harmonick music, local pubs, SMEGA, RAF St Mawgan, Airport ■ CCW passes through our benefice 	<p>Atlantic Coast</p> <ul style="list-style-type: none"> ■ Seven primary schools (1500 children): improve links with our schools ■ Active and growing communities* ■ Our building as a venue* ■ Celtic Way* ■ Connectivity – improve existing ■ Re connecting with our care homes
<p>Towan Blystra</p> <ul style="list-style-type: none"> ■ Pioneer Minister and administrative support New Benefice ■ Create new Governance structure * ■ New housing developments ■ Sens Kernewek, growth of new leaders * ■ Vast numbers of people identify with the Church ■ Schools work ■ Real engagement through use of the occasional offices ■ Social Justice hub ■ Youth & Families team ■ Pop-up church ■ Facilities improvements in each church 	<p>Padstow Area</p> <ul style="list-style-type: none"> ■ Focus new resources on outreach and growth (i.e. not Sunday services) ■ Schools Team: building on new relationships- running assemblies and participating in class. ■ Grow the existing kids ministry at Padstow (doubled in last year).* ■ Family and Children’s Minister/worker to grow the fringe (equivalent of new congregation in two years) ■ Community outreach through all-age mixed use space next to church. ■ Develop a Youth hub in partnership with Town Councils and other organisations* ■ Partnership working with organisations (i.e. RNLI, British Legion, Councils, charities, health)* ■ Several buildings/facilities need upgrading/ changing for current and future generations <p><i>Equipping discipleship, leadership & ministry</i></p> <ul style="list-style-type: none"> ■ Develop Ministry Team and Focal ministries* ■ Develop Pioneer ministries (community)* ■ Develop and improve Worship ministries * ■ Develop music ministries* ■ Establish home/small groups (to improve Biblical literacy, fellowship and discipleship)* ■ Discipleship: increase number of events and seasonal courses across the four Es.¹¹ * ■ Visitor & second home ministry potential

¹¹ Four Es are representative of the discipleship journey: Engage, Evangelise, Establish, Equip
 *Started already

D. Summary of opportunities for mission

1. Lann Pydar

- Developing leadership: Focal ministers and teams, Benefice committee for mission and outreach.
- New Teams: Pastoral, Youth and children, Worship, Creation
- Employ a youth and childrens worker (for high poverty areas of St Columb, Indian Queens and St Eval).
- Community project in St Columb - based around Foodbank, community larder, allotments, generosity and Christ centred hospitality - feed the poor and grow disciples, and forms community centred project.

2. Atlantic Coast

- Schools Outreach
- Worship and Outreach in local care homes
- Partnership with NHS community navigator at community hub to assist the 'pastoral support network'. Aspirations to double current provision
- Develop the role of Environmental Champion.

3. Towan Blystra

- Social Justice hub and ministry and occasional offices financial support.
- Community based mission initiatives (PUDInG).
- Senior administrator
- Pop-up Church
- Youth and Families team (i.e. worker or intern)
- Creation care lead (Deanery)
- Celtic Saints Funeral Company (for mid-Cornwall)

4. Padstow Area

Initiatives will reach St Merryn & St Issey parishes

- Families and Children's (Pioneer) Minister, with the emphasis on 'Four Es'. The expectation is for the worshipping community to double in two years through outreach, growing the fringe and building relationships. Focus: grow the existing family and children's ministry and expand to St. Merryn.
- Use Church Rooms in Padstow as a Youth Hub in partnership with Town Council and other local agencies/groups. Emphasis on Four Es.
- Technical upgrade and improved facilities at Padstow and St Merryn.
- Explore the repurposing of land next to Padstow Church to create a new community mixed-use space for all and provide additional areas for children, families and youth work.
- Pioneer Curates/Ordinands: Opportunities for formation across a diverse benefice, as well as getting involved in some new forms of church and ministry.

5. Bishop's Mission Order (BMO)

The vision is for a new church that will *“wholeheartedly follow Jesus and serve Him in Cornwall and beyond.”* The BMO is to meet emerging needs in a growing population through establishing a gathered church in Newquay. It would be a church which would be intentionally pioneering and adventurous in mission and evangelism and growth. It reflects the intentions of the Saints Way: *‘We will be people of prayer, holiness and generosity, responding to the wind of the Spirit leading us out beyond ourselves, seeking fresh and innovative opportunities to love and serve and share.’*

In addition to the Sunday gatherings initially in Newquay, midweek networks of small groups of between 5-20 people will be created, some centred on seeking the wellbeing of a particular area and some would be gathered around a shared interest.

The cost will be similar to a stipend post but initially funded by Kings Cross Church (KXC), a London based CoE church and other supporters. Consequentially, it is not a financial risk to the Deanery. It is expected to become sustainable within a few years of existence through prayer and teaching.

E. Risks

1. Risk Appetite (openness to change, uncertainty and doing new things)

The church has traditionally been risk-averse, which means, culturally and experientially, it is not naturally prepared for significant changes. The 'On The Way' journey has tested the risk appetite of the Deanery and this remains a potential block to achieving the Deanery plan.

Ways to mitigate this risk: Deanery synod accepts that it needs to be less risk-averse, this will need to filter down to individual PCCs and churches. One of the main ways to overcome this risk is through leadership; therefore, the Chapter will need to openly champion and support the plans and the bishops endorse, and where appropriate, resources the plans. There should also be opportunities for conversations and explaining the plans to the whole Deanery.

2. Strategic Risks (long term; achieving the overall purpose of the Church)

Will the plans provide long-term and sustainable ministry that is Christ-centred? The main strategic risk is experiential. Historically our churches have not been 'strategic', instead they tend toward a parochial mind-set that locates church in a geographical area and a building; often this involves a one-year horizon (APCM to APCM). This plan is challenging this notion and is pro-actively saying 'we can't do nothing' and 'we have to be intentional' in the changes we introduce, whilst also continuing what is missionally and sustainably fruitful.

Ways to mitigate this risk: The plan itself is attempting to prevent the church from becoming strategically unsustainable, whilst focussing on missional opportunities in the various communities. This plan encourages a diversification of church models and a greater variety of worshipping and outreach options. Consequentially, PCCs, the Deanery and Chapter will need to become demonstrably more strategic and missional. For the longer-term, the Deanery will need to undertake a review of church use to sustain different types of churches in our rural areas.

3. Compliance Risks (internal and external governance)

Over the past years there has been a discernible drop in commitment levels exacerbated by the pandemic. This is related to ageing congregations and fewer young people stepping into church roles that would have traditionally been filled. Post-pandemic, many third-sector organisations have seen a drop in commitment and involvement, which suggests a shift in how people engage with church and involve themselves in 'community'. For individual churches, this presents a governance risk in an era of greater compliance oversight.

Ways to mitigate this risk: This will require an approach of simplification, and (in some cases) consolidation, of governance structures and functions within Benefices and the Deanery. There will need to be a pro-active review of existing structures and governance.

4. Operational Risks (sustaining ministry and mission)

As the church finds itself on the fringes rather than at the centre of communities, there will need to be a corresponding shift. If the church doesn't respond by placing its resources outside as well as inside, it will be unable to engage effectively in the communities it wishes to serve.

People: This necessitates a more diverse 'offering' and understanding of what ministry is, i.e., it is not simply on a Sunday and in a church building. Perhaps the greatest risks are, i) the

disengagement of clergy as their roles and expectations change, and ii) the non-engagement of laity in the task of leadership and ministry (beyond Sunday).

Buildings: Whilst we are the stewards of historic buildings, we run the risk of becoming curators. The approach to buildings will need to be people-centric, which will require a greater emphasis on welcome and functionality as we seek to invite the community in. In the past, more funds have been raised for masonry and maintenance than mission and people. We need to move away from a buildings-centric church.

Age-ism: Currently the majority of resources in churches go towards those over the age of sixty (they also are the main source of income); however, if over 90% of those attending church on a Sunday are over the age of sixty, we should be asking whether we have become institutionally ageist.¹² There is a risk in assuming others should change, rather than those already inside.¹³

Ways to mitigate this risk: There is the need for a realistic and intentional review of the use and utilisation of buildings, their future purpose and potential for people and mission.

We will need to be bolder in putting people and mission before buildings. We also need to make it clear that if ministry ceases in a church building, it ceases to be a 'church'.¹⁴

We will need to prioritise missing groups (particularly the young) who are currently not engaging with or attending church; this means being intentionally oriented towards them.

5. Financial Risks (short-term and long-term)

The risks associated with finances are closely aligned with attitudes and an understanding about giving, as well as a realism about church attendance. The main risk is around the generosity of those attending and visiting churches and a tendency to dissociate finance from discipleship.¹⁵ There has been a reliance on 'fund raising' from communities, which has become a way of making up the shortfall in giving for ministry, as well as maintaining buildings. Attitudes towards the church (including buildings) are changing and we should not delude ourselves.

We also need to have a much better approach to the use of resources, such that we prioritise the missing and future generations (see above).

Institutionally there is a preoccupation on MMF, including the misunderstanding that it is a 'central cost', rather than an investment in current and future ministry and that it aids mission. Without this investment from local churches we will not have ministry, we will fail future generations and we will be unable to fulfil our basic governance obligations. We need to change our language, from cost to investment, from 'our money' to 'joint mission'.

Ways to mitigate this risk: Starts from the front- we need to develop a deeper and clearer teaching on discipleship, which links generosity and giving with spiritual maturity.

Strategically, it would be helpful to communicate more fully i) the benefits of MMF, and ii) how we have been called to be one church.¹⁶

¹² This is not a bold assertion; a review of Sunday attendance is quite revealing.

¹³ Jesus has some clear instructions on this (Luke 18:16, Matthew 19:14)

¹⁴ Jesus did not establish buildings; he established His church- in people. Our church buildings were established by missionally minded people to share the gospel, witness and worship; which in turn brought real social transformation.. To be good stewards is to accept that church buildings are expressions of mission and worship (vis a vis idolatry).

¹⁵ Giving and being generous (as Jesus made clear) is an outward expression of spiritual maturity (Matt 6.3-4, Luke 6:38, 2Cor 9:6-8)

¹⁶ John 10.16; 17.11,21-23; Acts 4.32; Romans 12.5; 1Corinthians 12.20; Ephesians 4.4, Colossians 3.14; Hebrews 2.11.

Practically, we need to make giving easier, reflecting the cash-less society. It may be helpful for benefices review the use of resources and plan from a current baseline of how resources are being used (who are we prioritising vs who we should be).

6. Cultural Risks (behaviours and expectations)

Many of our benefices have parishes that are not used to working together or considering themselves as ‘one church’; some are in the early stages of seeing themselves as ‘one’. This deanery doesn’t have a track-record of working together missionally or in ministry. Therefore, experientially, the culture is parochial, narrow and defensive.

We also have varieties of churchmanship and expectations of church, such that interactions can focus on difference and disagreement, rather than the central call of Christ’s church to love God and one another and serve one another.¹⁷

Culture is not easy to define; however, it is constructed and influenced by leadership and (in the context of church) how clear people are of both, i) their identity as followers of Christ, and ii) their willingness to follow and set aside preferences for the sake of others.

Culture is influenced by how clear the purpose of an organisation is, which in the context of church is to love God and others (setting aside ourselves and preferences). That this is a risk suggests the need to improve Biblical literacy and return to the foundations of our faith, hence the first statement in the vision: ‘*We are a Christ-centred church*’.

Ways to mitigate this: Primarily this will be through an attitude and willingness (leadership and the wider church) to explore what it means to be Christ’s church, love God and put others first. This is a task of formation and putting Christ at the centre.

A helpful approach to improving culture is to develop a team ministry and approach. The incumbents should have an accompanying team of laity who can share the responsibilities of leadership and mission. They should also model the cultural changes (behavioural, character) needed for a healthy church.

F. Summary of Community Survey

We reached out to the local community to find out what they think of the church and asked them how we can serve them better in the future. Their responses include reaching out to children, families and young people and supporting the poor and needy and those feeling isolated.

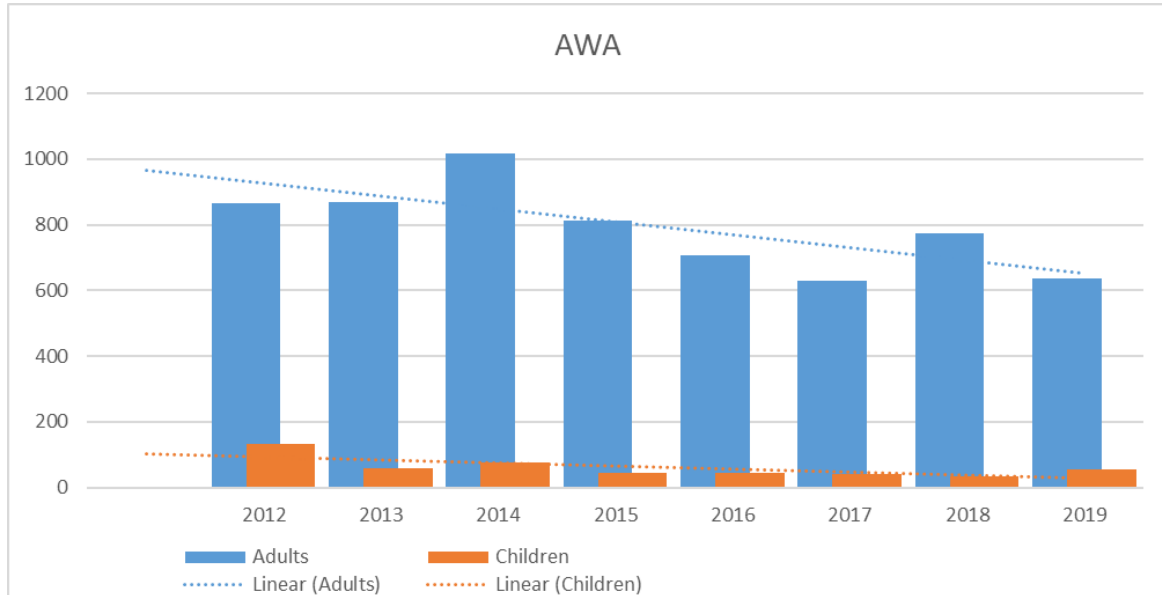
As we see to be Christ-centred, we have developed these core values:

- Innovative
- Confident in our calling
- Progressive
- Generous
- Intentional
- Inclusive

¹⁷ 1 Corinthians 13, Ephesians 4:11-13

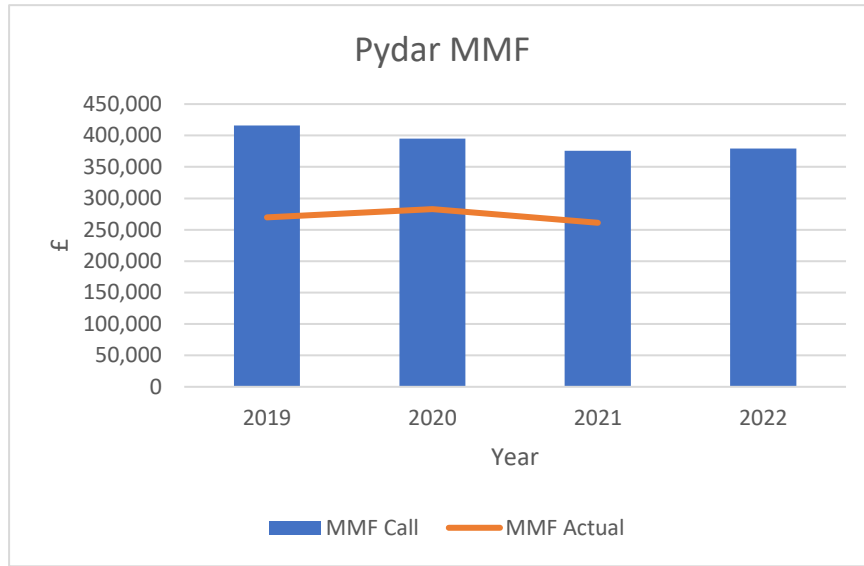
G. Pre-pandemic attendance

Before the pandemic, our attendance was shrinking within the benefice. Average Weekly attendance demonstrates a decline in total numbers as well as the low numbers of under 16s.

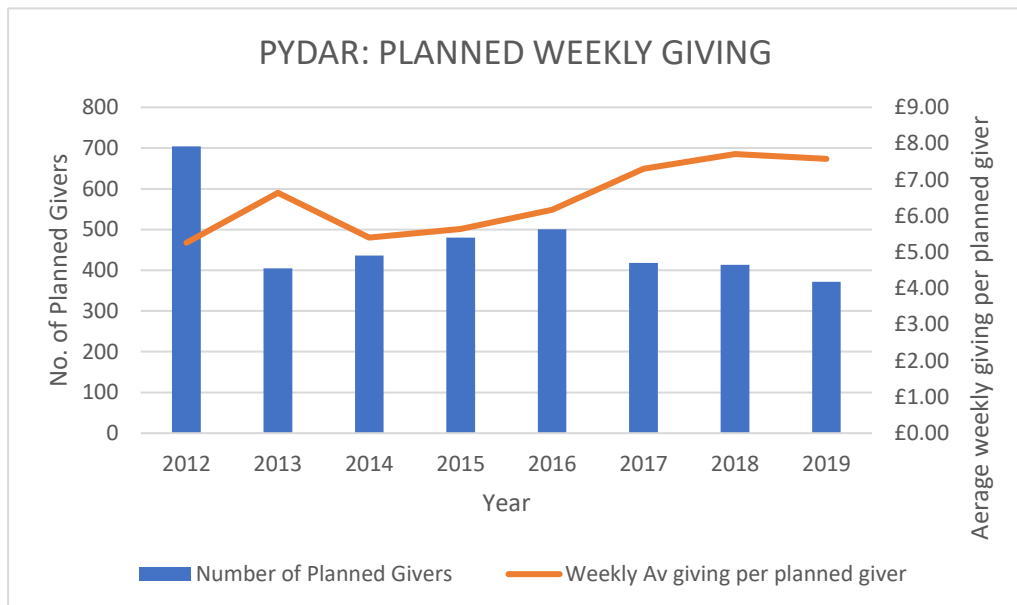


H. Finances: MMF & Giving

MMF income in 2019 was £269,879 (call was £416,010). In 2021 MMF income was £261,084 (call was £375,048).



The number of planned/regular givers dropped by a quarter between 2016 and 2019 (pre-pandemic).



Past 'Planned Giving' in the Deanery

Current authorised ministry costs (for 5 clergy, 2 Self-supporting ministers, 6 readers and 10 PTO) plus central costs = £271,000.

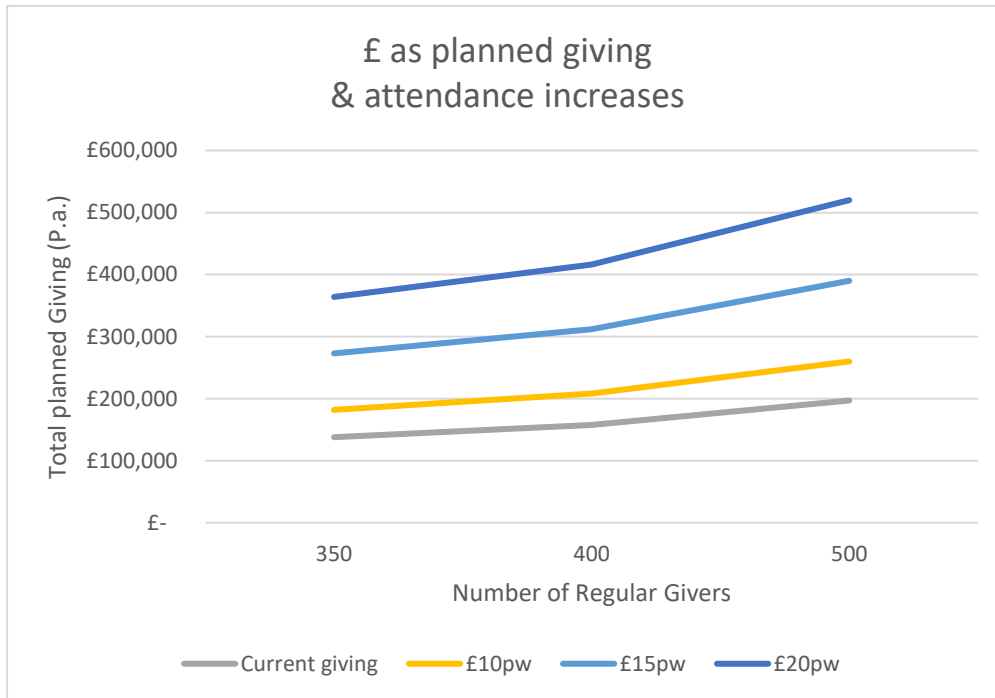
Planned Giving in the Future

We will need to increase the number of givers, as well as increase our average weekly giving from £7.58pw (2019) per regular giver, to £15-20.

This will help support the mission and ministry of the deanery.

Key enablers will be

- using PGS or similar;
- encourage cash-less as well as regular giving;
- regular teaching on generosity and discipleship.



Simple scenarios if numbers of planned givers rise back to pre-pandemic numbers and if average giving increases from current level to £20pw.