

West Wivelshire Deanery Plan

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

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1.1 Vision & Mission Priorities

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West Wivelshire is a deanery united by our faith in Jesus. Our passion is to make Jesus known in our communities and to show his love to everyone. We are united in belief but more separated in geography! Our deanery covers a large mainly rural area which can make working together challenging. In 2019 we undertook a review of our deanery and agreed a structure of 5 clusters served by 4 full time and 1 HfD clergy. This reorganisation was both for fruitfulness and sustainability reasons and resulted in a reduction of clergy numbers from the original of 6 full time and 2 HfD. Our plan was to move on to the mission phase of our joint planning and practice in the spring of 2020. This process began... but..!

Culture

The formal process of implementing our On The Way plan will require various meetings and plans. These are vital to the process and will keep us focussed and on track. This alone will not be enough to produce the change we desire however. What we hope and pray for is a change in culture across the whole deanery, so more join in, rather than relying on the enthusiasm of a few. We want to work together, pray together and grow together. How will we do this? The place to start is with prayer. We began a cross deanery prayer gathering on Zoom at the start of the OTW process. This has proved so valuable that we are going to carry on with this after the formal process is completed. We will work hard to encourage more people to join us.

We want to spend time together so that we can grow together. Our next synod is going to be a purely social one where we can simply get to know each other. In time, we will have cross deanery projects (chaplancy, food poverty, TM projects, perhaps reviving the Children's Link team etc) which will allow people from across the deanery to work together and share experiences in a deeper way.

Implementation

We do not want this plan to be filed in the bin! Simply going through this process has been valuable and has brought a new unity to the deanery. We want this to be the beginning not the end. We have a 2 stage implementation plan. Firstly, we need a period of sabbath. This does not mean that nothing will happen, it is simply that some background work needs to take place

before we can roll out the plan in its fullness. Between now and September each benefice will be addressing particular issues and plans pertinent to their local situation as they prepare for stage 2. Here are just a few examples: One benefice has a new incumbent about to be installed, another is just about to advertise. Another benefice has some financial and building closure/selling issues to explore and yet another is in the process of closing two of its buildings.

There is a lot going on already as we journey on the way. Stage 1 will ensure that everyone is equipped and ready to start walking the journey together from a place of strength in the Lord. Stage 2 will begin in the Autumn of 2022. This will involve the active implementation of what follows.

Gospel

If we had to summarise everything we hope to do in one sentence it would be this: **To encourage our parishes to have confidence that the Gospel has the power to change people's lives.** We want to celebrate what is already going on, encourage new ways of being fruitful and sustainable, and to do all this in the unity of the Spirit. Paul does not ask us to become unified, but to maintain the unity that we already have.

“Make every effort to keep the unity of the Spirit through the bond of peace.” Ephesians 4:3

This unity has become more apparent during the OTW process. We want to build on that in the name of Jesus.

Sustainability

We have been encouraged to use 2019 figures as the basis for sustainability calculations. Had we done this, the figures would have balanced with very little change required as our net MMF has reduced due to taper and the amalgamation of benefices. This would not have painted a realistic picture however and we wanted to be honest with ourselves. The pandemic has caused chaos with parish income streams and reserves have been depleted. We asked each parish to determine a realistic figure for MMF contributions and have adjusted our plans accordingly. We have budgeted with a total deanery MMF payment from parishes figure of around £30,000 less than in 2019 covering the shortfall from other sources, and based our sustainability plans on this.

We have not been idle as a deanery in our mission work during the pandemic. The structural plans put in place 3 years ago have now all but come to fruition with the appointment of 2 incumbents to new benefices and 1 post about to be advertised. Our plan has always been for each cluster to be self-sustaining, but where this is not possible, for other parishes to step in and help. We were very nearly at this stage in 2019, and expect to be fully self-sustaining as a deanery by the end of 2023. Two of the 5 clusters (Liskeard and St Neot et al) are already self-sustaining, and one is a net contributor to the deanery call. Of the three remaining, Tribute cluster (created in 2019 from two benefices) is on the way to sustainability. The signs are good! Trelawny benefice has its first new incumbent installed in Feb 2020 and there are some very bold mission initiatives taking place. We expect the benefice to be self-sustaining from ordinary funding activities in around 4 years' time, but in the meantime there are a number of large trust funds within the benefice that can contribute towards MMF. Once the benefice is self-sustaining, these funds will be used for more innovative mission work. Looe cluster is a new benefice with huge potential. It is not currently sustainable, being £41,000 short based on 2021 payments. A combination of a new incumbent and help from Transforming Mission should see this sustainable by 2026, taking into account LICF support towards stipend. The net contributions from other parishes will offset this in the short term.

Fruitfulness

In this plan we hope to show and celebrate the pioneering work that is already taking place across the deanery. We also want to show that we have not just undertaken structural change, but have embraced the On the Way process as an opportunity to seek God's will and to find ways of working together in fruitfulness. There is a great temptation for parishes simply to do what they have always done and hope that this will lead to growth. For example, being a presence in the community and working with schools is always a good thing, but by itself it does not tend to grow churches. We have been very conscious of this, and our clergy have been innovative in their approach to mission and fruitfulness; finding ways to be intentional about mission that goes beyond simply making connections. Discipleship is key to this: good discipleship programmes encourage new people to stay and to commit to the life of their church.

Parishes and clusters are working communities in their own right, but together as a deanery we can achieve more than by simply working alone. We support each other financially, Liskeard St Martin's will be working closely with a number of churches (starting in Looe) to help family and children's work to flourish, conversations are being had about cross deanery school chaplaincy and so on. We also hope to use some LICF funding to work with the local foodbank, whose boundaries are very similar to the deanery. Some of the poorest people in our communities access the foodbank. There is a national Trussell Trust initiative

Note

called 'Pathfinders' which we will partner with. This makes use of the 'Turn2Us' resource and helps families to claim all the benefits they are entitled to as well as teaching on and helping with issues of food poverty. This is a cross deanery initiative which will also dovetail with the deanery Christians Against Poverty debt centre.

We commend this plan to you as we seek to follow God's own plan for our deanery and local communities.

2.1 Who we are

West Wivelshire is the western one of two deaneries covering South East Cornwall, with a population in 2018 of almost 34,000. The largest town of Liskeard lies inland on the main A38, about 20 miles west of Plymouth and almost 40 miles east of Truro. The only other town of Looe is a popular seaside resort, along with other parishes lying along the south coast, including Talland (village of Polperro) and Lanteglos-by-Fowey (village of Polruan). The South West coast path runs through the southern part of the deanery.

The deanery therefore ranges from coastal in the south, through agricultural, up to Bodmin Moor and the mining area including the parishes of St Cleer, St Neot and Warleggan in the north.

Deprivation

Although not recognised as one of the most deprived areas of Cornwall, nevertheless this deanery has its pockets of significant deprivation. In terms of the Lower Layer Super Output Areas (LSOAs - smaller areas within our parishes), areas of Liskeard and Looe have the most deprived (Liskeard's lowest area ranked 3,275 out of 32,844, Looe's lowest ranking being 5,474). Perhaps not surprisingly being towns, these 2 parishes also have the least deprived LSOAs with rankings of 23,215 (Looe) and 22,783 (Liskeard), so there is a large range. Within the village parishes, Lansallos and Pelynt rank the worst in the deanery. See Appendix 3 for further details.

Parishes of the deanery

The deanery is now divided into 5 benefice/clusters with 4 stipendiary priests (1 in transition until Easter 2022) and 1 House for Duty priest (currently in transition). It has 17 parishes and 22 churches. In common with the rest of Cornwall, some of the



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churches are located in the centre of their villages (eg Menheniot, Pelynt and Duloe). Others are more distant from the main population centres (eg Morval and Talland). Many of our churches are medieval, which of course brings its own problems in terms of maintenance and especially heating.

Figures from the 2019 Return of Parish Finance give an Electoral Roll total for the deanery of 811, with a usual Sunday attendance of around 450. Liskeard is the largest (ER 152 in 2019, 185 in 2022, uSa 135 in 2019, 139 in person & 101 online views in 2021) , with the other parishes ranging from ER 12-100, uSa 8-38 each.

Churchmanship across the deanery

Across the deanery our parishes worship our Lord in many different ways. We have evangelical churches, Anglo catholic churches and many who sit somewhere in between. Some parishes have a variety of worship styles within the same building. Despite these differences in style, we are remarkably united in our desire to reach out spiritually to our communities.

Transforming Mission.

As the largest church in the largest town of the deanery with a long history of teaching discipleship, Liskeard leads the way in terms of fruitfulness and sustainability, and this has been accelerated by being selected as a Transforming Mission (TM) church. The aim of TM is not only to grow numerically and increase its own fruitfulness and sustainability, but it also has a brief to resource other parishes within our deanery and in other parts of South East Cornwall, once sufficient growth has taken place to allow this.

The initial plan was to begin resourcing in the autumn of 2021, but this has had to be delayed due to the impact of Covid. St Martin's is now in a position to begin to resource other churches and is excited and energised by this prospect. Despite the pandemic, it has helped a number of churches over the past 6 months (providing choirs, advice, preachers and worship leaders) and is in discussion with the parish of Looe and its new incumbent as to how best to assist them. The initial plan is to provide assistance with both family work and worship to plant a new congregation of young families. Resourcing will also happen in other ways with other churches. The exact form will depend on the needs of each church, but could include things such as help with discipleship courses or Alpha and with advice/assistance in family work or training in worship leading.

Amenities across deanery

- 22 churches, 13 of which are Grade 1 listed
- 17 parishes grouped into 5 Benefices / Clusters
- 17 primary schools, 5 of which are C of E schools
- 2 secondary colleges

Financial data 2015 - 2020

DEANERY-WIDE FINANCIAL DATA	2015	2016	2017	2018	2019	2020
Unrestricted income	£523,430	£517,533	£629,450	£546,690	£521,635	£528,640
Unrestricted expenditure (excluding MMF)	-£209,170	-£259,993	-£229,211	-£222,204	-£279,145	-£228,018
MMF paid (per RoPF)	-£291,099	-£311,867	-£318,987	-£290,875	-£287,249	-£247,933
Surplus / (Deficit)	£23,161	-£54,327	£81,252	£33,611	-£44,759	£52,689
MMF paid (per MMF summary)	£300,858	£320,334	£310,889	£301,898	£295,031	£247,559
MMF call	£343,890	£358,650	£364,014	£364,014	£345,813	£328,523
Percentage of MMF call paid	87.5%	89.3%	85.4%	82.9%	85.3%	75.4%
Unrestricted legacies	£21,672	£41,300	£2,000	£5,456	£2,774	£103,676
Unrestricted cash and investments	£270,419	£273,575	£231,920	£263,885	£245,186	£418,979
Planned giving	£185,593	£171,515	£155,393	£158,077	£164,051	£167,079
No. planned givers	350	347	338	293	299	285
Average weekly giving of planned givers	£10.20	£9.51	£8.84	£10.38	£10.55	£11.27

Church membership, age profile and attendance statistics

Census summary 2018				Deanery church community 2019				
Age Profile	Deanery	Diocese	National		Worshipping community	Worshipping community %age	Usual Sunday attendance	Electoral Roll
% aged 0-17	19%	21%	21%	Age 0-10	20	2.7%	⁽⁰⁻¹⁷⁾ 23	^(18-over 70) 833
% aged 18-44	27%	30%	37%	Age 11-17	8	1.1%		
% aged 45-64	31%	29%	25%	Aged 18-69	290	39.8%		
% aged 65 & over	23%	22%	16%	Over 70	410	56.3%	442	
% Christian	61%	60%	59%	Total	728	100.0%	465	833
% non-Christian religion	1%	1%	9%	Baptisms	40			
				Weddings	39			
				Funerals	99			
				Attendance at Easter	1,007			
				Attendance at Christmas	1,687			

For data on each parish and benefice, See Appendix 6

2.2 What people say about us

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Our clergy and many church members are in touch with our communities and aware of their opinions about church. This, along with survey data from some parishes informed us of the communities' views. Across the deanery there is generally goodwill towards our churches, and the local church is respected and valued, particularly within the village communities. Many people wish to church to “stay the same” and believe it should “help the poor”. Even though there may be some who might be forthright in their opinions, they will often turn up to church events, and even help at them. Fundraising and social events in particular can be well attended.

Most schools, not just Church of England, value their relationship with their local church, especially as a venue for special school services or if someone will volunteer to lead occasional assemblies. There is much need in our schools that volunteers or special programmes could help with.

Those that do not choose to attend church services regularly still value the church as a presence in their community, and want it there for baptisms, weddings and funerals. Funerals in particular, keep our clergy busy. Many people also visit the churchyard regularly. Outdoor services are known to attract those who would not normally come to church. There has also been a request for more family services.

There can be the feeling within the communities that the church is always asking for money, not helped by the general perception that that the Church of England is very wealthy.

2.3 The issues we are facing

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Current issues we are facing are:

- Elderly congregations in most churches
- Little growth
- Strained financial resources including severely reduced reserves

- People doing what they can, but running out of energy
- Duloe & Herodsfoot have experienced various changes of priest over recent years, and periods without leadership. This should change with them joining Looe and Morval.
- Buildings - some are in poor condition
- Communications
- Being relevant
- Ministry support for stipendiary clergy
- Reaching the fringe and unchurched - meeting people where they are
- The skills for sharing the Good News
- Pastoral reorganisation (dissolving Conventional District and bringing new clusters of parishes together)

2.4 Our current fruitfulness & sustainability

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Our current priority for On the Way is mission.

We have already undertaken a ministry review in 2019, and are content that our parishes are in the correct benefice/clusters, and that we have the number of incumbent priests that we can sustain. However, we don't have many other supporting ministries (3 PtOs, 10 Readers, a number of Worship leaders, but no SSMs).

The resulting pattern across the deanery is working well in both geography and ministry terms. Looe & Morval and Duloe & Herodsfoot have only recently come together and are awaiting their new incumbent, but there is goodwill to make this work. Although not yet sustainable in terms of paying MMF, we are not far off.

The deanery is already working together on fruitfulness and sustainability. For example, Liskeard and St Neot are helping to fund MMF across the deanery. Most of our churches have few children, young people and families in their congregations. Conversations have started to determine how the Liskeard team can help develop this in Looe. There is cross-benefice support for both the Foodbank and for CAP (Christians Against Poverty).

Fruitfulness

The poor

- Support of Liskeard & Looe Foodbank by many parishes, including driving for them during the pandemic. In 2021 the Foodbank fed 2790 people across South East Cornwall, of which 1095 were children.
- The CAP centre which covers much of the local area is based in Liskeard church which also provides admin facilities and prayer support. The subscription and manager's salary have been funded through a combination of grant funding and giving by members of local churches. 62 households have been helped since April 2019. 7 households are debt-free, 3 on active debt management plans and 13 passed to CAP insolvency support. The gospel is shared with all households, and they accept prayer.
- Acts 435 is administered locally through CAP. It provides crowd funding support for those St Martin's church knows in need locally. 19 households have been supported with over £10,000 of goods and services "gifted" in 2021, largely household furniture and white goods.
- Around £4,250 has been disbursed to clients from a winter survival fund and a crisis fund provided by Cornwall Community Foundation.
- Pastoral care for those in need, through children and youth groups, and through Anna Chaplaincy and various groups for the elderly.
- Baby Basics supporting families with children up to 5 years old. From May 2021 to February 2022, 69 families have been helped, with a further 15 in the first half of March.

Schools & Young People

- The deanery works closely with many local schools, both CofE and some county, including assemblies, church services, governors, helping with reading, after school club etc.
- We now have a chaplain based in St Martin's CofE school.
- Tribute supports drop-in cafes in primary schools for vulnerable parents, linking into Teatime church.
- TKY is Tribute's thriving youth & children's work, meeting every 2 weeks, with some members coming from the Youth Alpha course.

- Open the Book teams are in 3 CofE schools and 4 County schools.
- Messy church takes place at St Keyne and Polruan.
- Liskeard has recently become involved with Transforming Lives for Good as part of the Transforming Mission initiative, and have trained 12 church members as mentors for struggling children.
- Kids Matter parenting courses run for families referred by schools.

Discipleship

- Home groups, Bible studies and life groups feature in a number of parishes, and we have run courses such as Praying Together and the Bible Course. Some parishes run Lent groups or Advent groups, one with Churches together, another benefice online, as well as in parishes, led by worship leaders.
- Village churches are active and respected in their local communities
- Parishes hold coffee mornings, carol services, Remembrance services, good grief and memory cafés, tree services etc.
- Outdoor services in the community (eg Trelawny's monthly farm services, attracting around 50 people each and Liskeard's car park carol services).
- Special church services, such as carol services, pet services, Celtic prayer etc attract larger sections of the community.

Global Church

- We support mission partners working in different parts of the world
- Lent lunches raise funds for charities such as Tear Fund or Christian Aid

Creation

- St Martin's Liskeard installed solar panels in 2012 and underfloor heating in 2018
- Some of our churchyards are Living Churchyards / Making space for Nature
- One parish earned the Bronze Eco award in 2021 and is currently working towards Silver in 2022
- St Ive has a community garden on the glebe field involving a number of unchurched people. It is a new community which embraces spirituality and is open to prayer and thankfulness as part of its emerging liturgy.

- In Menheniot, the church has linked into the local environmental group, having organised a clean-up day of the holy well, and are planning quite substantial gardening/design projects on green spaces in the parish.
- Maudlin's field in Liskeard has recently been 'given' to the church by the local council. This is a huge opportunity for intentional ministry and mission to those who are unchurched. It will become a community garden and orchard, a mountain bike trail for local young people and a nature trail with wild flowers in 2022
- One of Tribute's vicarages has an EV charging point.
- Many parishes source their electricity and gas from Green energy suppliers

Sustainability

New faith

- Various Alpha groups are run across the deanery, including Youth Alpha, with more being planned.
- Liskeard recently ran an Alpha Connect event for church leaders across the South West

Growing faith

- Benefices in transition have maintained weekly and special services using local worship leaders & PtOs (Looe, St Neot & Warleggan benefices). Parishes not in transition also use local worship leaders on a regular basis.
- During the pandemic, services have been maintained in various places (as allowed) including online in some benefices. Many of these continue, via Zoom, YouTube or on Facebook, with a regular online community. Tribute holds a daily Evening Prayer.
- Other communications were also maintained during the pandemic.
- House or life groups and Lent and Advent courses take place in many parishes (*See Discipleship above*)
- A recently launched monthly youth service (Bulb) is supported by other parishes, including from neighbouring deaneries.

Leadership

- We are confident that we now have the right stipendiary ministry structure across the deanery, and the right people (1 not yet licensed, 1 HfD not yet appointed) in post to enable strong leadership across the deanery.
- Many lay people are also involved in leadership at deanery and parish level. We currently have 10 readers, around 20 local worship leaders (10 in Looe & Morval, 7 in Tribute), and a few local pastoral ministers, with others in training.

Diversity of calling

- There is a wide diversity of churchmanship across the deanery ranging from BCP traditional, to open evangelical, but most are Common Worship.
- Although Eucharistic services are important, more parishes are also offering lay-led services including informal, café-style and all-age services.
- Many parishes have active church members offering a variety of talents, including local worship leaders, readers and local pastoral ministers.
- However, we have few retired priests and no self-supporting clergy.
- Liskeard and Tribute actively encourage new leadership, including appropriate training.
- There is 1 person awaiting a BAP, another exploring ordination, 1 Reader in training, 1 worship leader and 1 local pastoral minister in training. Two new youth workers are emerging in Tribute.
- Administration support is available in some parishes.

Money

- Many of our parishes have a long tradition of paying MMF in full. However, recent MMF increases plus the pandemic mean that regular giving, occasional office and fundraising income has fallen in many, and reserves have been depleted, so some parishes are struggling to pay in full. As a deanery we are not far off meeting our call, but not quite there. In 2019, MMF call was £346k, MMF paid £294k, leaving a shortfall of 15%. 10 parishes paid in full, a total of £187k.
- 1 benefice encourages tithing and holds regular stewardship programmes and another is gently introducing this.
- The Generous Giving adviser is working with 2 other benefices, and another benefice will follow shortly; they are planning some Sunday preaching followed by a Giving course.

- Although the 2019 ROPF reports between 40% and 55% of the worshipping communities on Planned Giving, in many parishes, giving per person per week is low. It averages £10.55 per week per Planned Giver across the deanery, with most parishes averaging between £5 and £10 per week. This is one of our targets for growth and should be relatively easy to achieve.

Buildings

- Our buildings in most parishes are currently in good condition, however there are about 5 churches that need significant work and their future is uncertain, including new roofs. Liskeard Church Hall also needs a large sum spending on it (£6-700,000) for a new roof, car parking area and upgrading the youth club, kitchens and other internal areas.
- Across the deanery, there are discussions about the possibility of closing some of these churches or adapting them for other use. See Section 4.3

3.1 What is God doing in our area

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We have the advantage of a deanery that is working well together and are content with our benefice groupings. We thank God that Looe & Morval and Duloe & Herodsfoot are building a relationship for their future together, through the preparation of both their profile and their plans for On the Way. There is enthusiasm and goodwill between the benefices, and the willingness to work more closely together in the future.

We are blessed with active and imaginative leaders to inspire and encourage us. We note the provision of resources, good relationships with our local communities including many of our schools, and the rejuvenation of faith in some places.

- Outdoor services in Trelawny are attracting a wider range of people, largely families.
- Liskeard has been approached by the Town Council to lease Maudlin's Field for a community space from 2022. This will be designated as a mountain bike trail, a community garden and orchard, a nature trail and a wild flower area.
- Liskeard is growing and gaining in confidence in its mission. It is establishing a team that is already going out to encourage and resource others.

- Tribute have increased their work with children and young people including a growing Tea Time church and links with schools
- Also organised by Tribute, Baby Basics helps families with new babies and young children, Kowetha is a friendship group for older people and Anna Chaplaincy provides trained pastoral care and outreach for the elderly.

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

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Through On the Way, the Holy Spirit has encouraged us to focus on working more closely together across the deanery, to hear each other's ideas and to offer support to each other. There was a spontaneous outburst of enthusiasm and ideas for this at one of our On the Way meetings. We also plan to work more positively for the future, including with our ecumenical colleagues.

The On the Way process persuaded us to meet weekly in an online prayer meeting and we feel that God has spoken to us through this time together. As a result, we are inspired to continue these weekly Zoom meetings across the deanery once the preparation of the plan is completed. One benefice also plans a weekly rotating benefice prayer meeting beginning in March 2022.

We feel that God is affirming the importance of our work with families, children and young people, and encouraging us to build a family-based church culture.

We enjoy a close relationship with our communities and value working more closely with them.

We are becoming more aware of the need for:

- further learning and personal development within our church communities;
- valuing and protecting the diversity and differences between our churches;
- better and more sustainable use of our buildings;
- responding to the needs of the people in our area.

4.1 Becoming more fruitful and sustainable

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Fruitfulness

The poor

Outcome: To become more aware of the poor and needy in our communities and their specific needs. To seek ways of helping them, as churches and individuals, through practical means (such as soup kitchens and outreach projects), through support of organisations such as Foodbank, CAP and Acts 435, financially, and through pastoral support and prayer.

Action:

- As a deanery, to promote support of the Foodbank and CAP, financially and prayerfully. Foodbank's current newsletter is asking for volunteer drivers, 1 afternoon per week, and for client facing advisory services 2-4 hours per week.
- To work with Foodbank on a new project aimed at helping people access the right benefits and then spending their benefits effectively. To employ a part time (eventually full time, as finances allow) support worker to facilitate this. This worker will assist with the Pathfinders initiative, and work across the deanery supporting families in food poverty. This has long been an ambition of the Foodbank. This will be funded through LICF.
- To provide volunteer assistance to the Foodbank, and regular collections of food.
- To recruit and train a new manager for the CAP centre.
- To encourage people to train as Local Pastoral Ministers.
- To raise awareness of Acts 435 for support and referrals.

Schools & Young People

Outcomes: To build stronger links with our primary and secondary schools. To provide more suitable activities for children. To provide suitable worship for families in our churches and in the community. Through TLG to reduce exclusions and improve school performance and through Kids Matter parenting courses to improve support for children at home.

Action:

- As a deanery, to liaise more with our schools, to learn their needs.
- Provide more Open the Book teams.
- Trelawny aim to create a service called TTT, Trelawny at Tea Time, rotating around the benefice
- Provide volunteer support for the teachers (eg as governors, listening to children read.)
- Use the skills of our clergy, TM children and youth workers to advise parishes on suitable children's activities and family-friendly worship.
- Support deanery youth events such as Bulb.
- Resurrect the Deanery Children's Link Team.

Discipleship

Outcomes: Discipleship is life-long learning, which we do as individuals and as church communities, seeking to follow in the footsteps of Jesus. Our churches will promote discipleship, exploring ways of deepening prayer and bible study and of using our God-given gifts in the service of others.

Action:

- Provide appropriate preaching and courses.
- Encourage the formation of house groups in every parish.
- Provide opportunities to discover our individual callings, and to seek to offer our time, talents and money to God's service.
- Work as a team within our parishes, benefices and across the deanery, and with our ecumenical partners.

Community Life

Outcomes: To build our relationships with our local communities, through meeting them where they are and welcoming them to worship and other events in our church buildings. To provide what they want, not what we think they want.

Action: Our churches, especially the village ones, already have good relationships with their communities, but these can always be strengthened.

- Ensure people are invited to the services they like (carols, Remembrance Day, pet services, etc).
- Provide outdoor services wherever possible, eg on farms, beaches, in parks, outside supermarkets.
- Provide non-worship events (eg coffee mornings, discussion groups) in church, church hall or other venues.
- Join in with community activities and join local societies and organisations.
- Ensure good communications.

Global Church

Outcomes: To become more aware of our Christian brothers and sisters in faraway places, often those in need. To build a relationship with a parish, school, mission partner or project. To share in their joys and sorrows, and to offer prayer and perhaps financial support.

Action:

- To seek the help of the International Links Committee in exploring an international project or mission partner to support as a deanery.
- To communicate information to our congregations and invite prayer.
- To encourage parishes and individuals to support a project or perhaps sponsor a child eg through Compassion. (Liskeard is working with Compassion and aims to become a champion for Open Doors, a charity which supports persecuted Christians).

Creation

Outcomes: To become more aware of the needs of creation and to meet the target of net zero by 2030.

Actions:

- To review our buildings in terms of our energy use and ways of reducing our carbon footprint.
- To seek to become more energy-efficient where we can, and especially when renewing heating or doing other maintenance.

- To encourage parishes to obtain the Kernow Green Award initially, and then an Eco Church award.
- To seek to make our churchyards more eco-friendly, and to encourage more parishes to join the Cornwall Living Churchyard Project or the Making Space for Nature initiative.
- To encourage personal energy-efficiency by signing up to the Top 10 pledges.
- To develop Maudlin's field in Liskeard as a community garden and orchard, nature trail and wild flowers in 2022.

Sustainability

New faith

Outcomes: To bring new people to faith in Jesus Christ and to follow him.

Actions:

- To encourage more parishes to run regular Alpha courses.
- To run further Alpha Connect events, facilitated by Liskeard TM church.
- To teach church members how to share their faith with those they meet, by running appropriate courses (eg Talking Jesus).

Growing faith

Outcomes: To enable all church members to deepen their love for God and for others, and become more faithful disciples of Christ.

Actions:

- To encourage teaching from the pulpit that will challenge church members to grow in faith.
- To form more house or bible study groups and other forms of learning and discussing that will enable people to grow in faith. Again, this could be facilitated by TM, if necessary.
- To encourage a deepening of spirituality by exploring new forms of prayer.
- To hold deanery retreats or encourage attendance at diocesan retreats.

Leadership

Outcomes: To form viable leadership teams across the deanery, supporting and working with the stipendiary clergy.

Actions:

- To encourage vocations to all forms of ministry, ordained and lay.
- To provide the opportunities to minister to others in accordance with their skills and their particular interests.

Diversity of calling

Outcomes: Ministry does not just mean a leadership position within a church. People can minister in a variety of ways, whether it be working with children or organising a flower festival, whether providing refreshments or visiting the elderly. We seek to encourage all church members to undertake their own ministry within the church setting, or within the community (eg a Scout leader or school governor) and to support them in that ministry.

Actions:

- To encourage all church members to discover their calling and to respond to it, as their skills and their circumstances permit.
- To provide appropriate opportunities, through home groups or stewardship programmes, for people to review their ministry and offer their time, talents and money to God.

Money

Outcomes: To ensure that our deanery and our parishes are sustainable in monetary terms, paying MMF in full, covering all their regular expenses, and providing sufficient funds to enable appropriate mission opportunities.

Actions:

- Monetary giving is part of our loving response to our generous God and is part of Christian discipleship. We therefore encourage all parishes to teach planned giving, preferably tithing, and have regular stewardship programmes to review giving.

- To increase the use of the Parish Giving Scheme (PGS) by more people in more parishes.
- Alongside this, to seek to maximise income from other sources, including casual giving from visitors and fundraising events.
- To maximise income by introducing a variety of ways to give, including card readers, online giving and use of QR codes where appropriate. These have been piloted with huge success in Liskeard with card reader donations in excess of £1,000 per quarter, online donations £1,350 to date in 2022, whilst QR codes are not yet fully established.
- To maximise Gift Aid, including the Gift Aid Small Donation Scheme. (From the ROPFs, in 2019 and 2020, not all parishes with tax-efficient giving reclaimed Gift Aid, resulting in lost income.)
- To use LICF (Lowest Income Communities Fund) to support mission opportunities in our most deprived areas. (See Section 4.3)
- To ensure that church funds are used responsibly and wisely.
- To raise additional capital within Trelawny benefice (see Section 4.3)
- To ensure that each benefice allocates its MMF between its parishes in the most equitable and transparent way to enable maximum, preferably full, payment.
- To encourage those parishes that are able to contribute additional funds towards the deanery MMF to support those parishes that are not yet able to meet their MMF in full.
- To ensure that Liskeard is able to meet its increasing contributions to Transforming Mission during 2023 to 2025 and full sustainability beyond that point.

Buildings

Outcomes: To ensure that we retain and maintain buildings that are as fully used, economical to maintain, energy-efficient and practical as possible, given that many of them are medieval buildings, often not central to our communities.

Actions:

- To review our churches and any other buildings against the criteria above, perhaps using the Truro Buildings Review Toolkit.
- To consider what improvements are needed and might be made to our buildings.

- To ensure our buildings are used as fully as possible, including for the benefit of our local communities.
- To consider which churches may need to close and be sold, or perhaps transferred to other ownership whilst maintaining them as centres of worship as well. (See Section 4.3)

4.2 Our plans I - How we expect to change

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Many of the actions described above are either already being done, or are being planned within the individual benefices, either in specific parishes or as benefice initiatives, but others will draw us together more as a deanery. We wish to retain our diversity, largely based on our geography, our theology and our individual interests, but become more united in our desire to be “family”, worshipping and serving together.

- In our worship, we must become more adaptable to the needs of the wider community, becoming more welcoming, whether within or beyond the church building. In particular, worship attractive to young families can utilise the skills of those elsewhere in the deanery, including the TM team.
- Community relationships are deepened not only through worship, but also by greater involvement in community activities and improved communications. Working more closely with our ecumenical partners will also help. Pastoral care, Kowetha and Anna Chaplaincy will also contribute.
- Schools are an important part of our communities and we already have good links with many. Open the Book, assemblies, after-school clubs and volunteer support for teachers are all useful. But initiatives such as Transforming Lives for Good, to provide individual mentoring, reduce exclusions and improve school performance, and Thrive, an initiative that mixes worship, youth work and creativity by working on creative projects, will help the most vulnerable. These initiatives can be extended across the deanery. In addition to the one already appointed, we wish to explore appointing one or more school chaplains. Tribute benefice has introduced Tea Time church and TKY (Tribute Kids Youth) which will build links with local families, as will Trelawny’s outdoor services.
- With some severely deprived communities in our towns, and other pockets across the deanery, support for the poor must be a significant part of our mission. We already work with partners Foodbank and Christians Against Poverty (CAP) and can always do more. This is one of the ways in which we intend to use our LICF money, as that is going directly to help those in need. Tribute has launched Baby Basics to provide baby clothes and essentials for new mothers and children up to 5 years.

Note

- The global church and creation are areas where we are currently weak. We must work at raising awareness and starting small, so that in time we can make these part of our overall mission.
- All of these activities require people to take part, but many churches complain that their members are elderly and unable to do more. We are already seeing new growth in our churches, and we expect this to continue, whilst recognising that new people don't always volunteer either their help or their money. House groups and Alpha courses will help, and are already in existence in some places, but could be extended to more parishes and to more people within parishes. Alongside this is the need for more discipleship teaching, which our clergy are willing to do from the pulpit, and courses are available. From these will grow deeper faith, together with more diversity of calling and a willingness to volunteer in church activities.
- Some of these activities will also need funding. We need first to meet our MMF call, and ensure our church household bills are paid, a target that is within our sights. Endless fundraising takes time and effort. Teaching planned giving across the deanery and encouraging the use of PGS together with introducing other forms of giving will aid the raising of funds for all these purposes.
- Maintenance of our buildings also takes time, effort and often a significant amount of money. Some of our buildings are in a poor state and we need to make difficult decisions about their future and implement them.
- Much of Revd Steve Morgan's time in Liskeard is spent working with and for the poor, and so we wish to use some of the LICF to support 33% of his ministry costs through MMF. Liskeard undertakes to continue to pay some or all of the LICF support into the deanery MMF pot, at least in 2023, to assist parishes as yet unable to meet their full share. The other area with significant pockets of poverty is Looe. Similarly, we wish to use LICF to support 15% of the Vicar's ministry costs.
- We aim to use some of the LICF monies for the Foodbank's Pathfinder food poverty project. The worker will be employed by Liskeard St Martin's as they have the resources to do so, but will be overseen by a cross deanery group. As our deanery income increases and Liskeard does not need to cross subsidise other benefices, we hope to divert more resource to this project.
- The CAP subscription and the manager's salary will also be funded in part by LICF. Specific amounts involved have not yet been determined.

As each benefice has different needs and priorities, these changes are likely to occur at different times in different places. We also have one incumbent who has only been in post for about a year, one about to be licensed, one shortly going on sabbatical and one benefice in transition, not yet appointed.

However, we are determined that these plans need to be implemented, Therefore, we plan a review in September 2022, with further reviews every 3 months following, led by the deanery standing committee.

4.3 Our plans II - Specific actions & projects

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St John's Trust, Trelawny

This is a trust fund that can be used for ecclesiastical purposes in the parish of Talland, especially in the village of Polperro. With a total holding of £468k including £235k of accumulated income this can be used in the short-term to fund shortfall of MMF re Talland (possibly £10,000 in 2022 and some subsequent years). We have included £10,000 for each of 2023 and 2024, and £5,000 for each of the following two years.

Future use of these monies is yet to be determined, but might include children's or pioneer ministry work in Polperro.

St Saviour's church, Polruan

The PCC are unanimous that St Saviour's church should be sold, and it has been agreed with the WI that the church congregation can move into their building next door. This is still at an early stage of investigation but it should provide an ideal site for residential building. The resulting capital, estimated at around £500k, can also be used to fund a shortfall of MMF in Lanteglos-by-Fowey. We have included £10,000 for each of the years 2023 to 2028.

St John's church, Bodinnick

This 3rd church building in the parish of Lanteglos-by-Fowey is a converted stable block and is not consecrated. Although only used monthly for worship, the congregation is keen to keep it but willing to allow it to be used for champing through the All

Churches Trust Champing programme (glamping in a church!) to provide additional income. If this idea does not proceed, it could be sold, with an estimated market value of £200,000.

Merrymeet church

This mission church in the parish of Menheniot needs significant costly work on its roof. A decision is currently being made about its future.

St Ive church

This church is situated opposite the old Rectory and birthplace of Emily Hobhouse, currently being converted by Emily Estates to provide a museum to celebrate her life. Emily Estates is in negotiation with the parish to buy the church, whilst allowing the building to continue to be used for worship and other uses by the parish. This would relieve this small parish of a significant burden.

Herodsfoot Church

A public meeting was held recently to determine the future of the building. It was agreed by all that the current situation was not sustainable. We are currently exploring selling/giving the church to the local community who wish to keep it open as a festival church.

Finances

Our aims are for the deanery to be self-sustainable by 2023, and for Liskeard to meet the increasing costs of Transforming Mission from 2022 to 2028 and beyond.

Our MMF for 2022 is a total of £308k.

The major cost of TM is the employment of 4 full-time members of staff.

Using the LICF monies, we aim to:

- support the stipends of 2 stipendiary clergy working in the parishes with the most deprived areas;
- work with the Foodbank on a new benefits project, involving the appointment of a deanery-wide food poverty worker;

- pay the subscriptions of projects working with the deprived such as CAP.

This is expected to utilise £43,780 of the deanery LICF allowance of £48,000. If required, the extra can be used to provide additional support for the CAP project, and no doubt there will be other deprivation projects that can be funded.

Liskeard intends to pay the LICF money it receives into the deanery pot in 2023, and possibly beyond, but the requirement to increase its support of the TM project by £40,000 in 2023 increasing each subsequent year until the total of £153,000 in 2026 is a large commitment for the parish.

Retained income in St John's Trust and the proposed sale of St Saviour's church, Polruan, will assist Trelawny in meeting its MMF commitment.

To reach and maintain fruitfulness and sustainability, all parishes must commit to increasing income, preferably through growth and Planned Giving, but supported by other giving and fundraising as necessary. Two benefices are already working with the Generous Giving advisor to encourage giving, with a third intending to do so.

How can we cover the MMF shortfall?

1. In 2019 the deanery paid MMF of £294k with a shortfall of £52k (15%)
If we can pay the same amount of £294k in 2022, plus **increase the number of Planned Givers by 30** people giving an average of £10.55 per person per week, we would cover the shortfall of £15k.
2. In 2021, the deanery paid MMF of £227k with a shortfall of £86k (27%)
If we can pay the same amount of £227k in 2022, plus **increasing the amount paid by each existing Planned Giver by an average of £5.20** per person per week, we would cover the shortfall of £81k.
3. A combination of increasing the number of Planned Givers, encouraging existing Planned Givers to increase their giving and some fundraising should enable the deanery to pay its MMF in full in 2023.
4. In reality we expect MMF payments to be somewhere in between the 2019 and 2021 figures. The shortfall - in the short term - will be covered by Liskeard St Martin's contributing some of the LICF stipendiary support and by the trust funds in Trelawny.

Appendices

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Appendix 1a - Deanery Ministry Funding Plan Page 1 - Costs Planned

West Wivelshire Deanery Ministry Funding Plan										Any major changes in following 5 years (eg tapered funding)							
Current numbers eg FTEs, as of 2021 toolkit	These boxes = Deanery inputs									2023	2024	2025	2026	2027	2028		
	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. (£)
	Liskeard & St Keyne	Looe, Morval, Duloe & Herodsfoot	Menheniot, St Cleer and Pentive w Quethlock	St Neot & Warleggan	The Benefice of Trelawny	Deanery											
COSTS PLANNED IN 2023																	
- for DBF-paid posts and costs, - for Transforming Mission projects, & - for other new initiatives.																	
4.0	Stipendiary clergy	1.0	1.0	1.0	0.0	1.0	0.0	4.0	53,500	214,000	0	0	0	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	
1.0	House for Duty	0.0	0.0	0.0	1.0	0.0	0.0	1.0	15,000	15,000	0	0	0	0	0	0	
10.0	Readers	4.0	0.0	3.0	1.0	2.0	0.0	10.0	700	7,000	0	0	0	0	0	0	
3.0	Permission to Officiate							3.0	320	960	0	0	0	0	0	0	
Diocesan costs shared by Deaneries																	
6	Allocation based on number of ministerial groupings							5	14,250	71,250							
Authorised Ministry Costs sub-total = MMF call		70,870	67,750	70,170	30,270	69,150				308,210	0	0	0	0	0	0	
Transforming Mission - lay staff numbers																	
	Worship leader	1.0						1.0									
	Operations manager	1.0						1.0									
	Children & families worker	1.0						1.0									
	Youth worker	1.0						1.0									
	Intern	1.0						1.0									
Transforming Mission - SDF funded lay staff costs																	
Transforming Mission - Plan & locally funded costs (increasing parish contributions)		40,000								40,000	20,000	34,250	113,200	0	0	0	
New posts to be contracted in the Deanery																	
Cross-deanery food poverty worker (Foodbank)								1.0	16,000	16,000	0	0	0	0	0	0	
									0	0	0	0	0	0	0	0	
Costs of other initiatives																	
	Transforming Lives for Good	1	0	0	0	0	0	1.0	1,200	1,200	0	0	0	0	0	0	
	Kids Matter	1						1.0	900	900	0	0	0	0	0	0	
Total Plan Costs		112,970	67,750	70,170	30,270	69,150	-		350,310	366,310	20,000	34,250	113,200	0	0	0	

Appendix 1b - Deanery Ministry Funding Plan Page 2 - Combined Funding Planned

West Wivelshire Deanery Ministry Funding Plan								Any major changes in following 5 years (eg tapered funding)					
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	93,200	39,956	64,501	34,655	63,943			296,255	0	0	0	0	0
Increase/(decrease) in MMF paid vs 2019	We are not using the 2019 figures							0	0	0	0	0	0
Expected MMF payments for 2023	74,000	43,000	70,170	30,270	50,000			267,440	13,870	23,870	34,020	40,020	40,770
Other contributions to MMF:													
Inc in planned giving / other giving / fundraising other parishes	0					5,000	5,000	5,000	5,000	10,000	15,000		
Income from St John's Trust	0	0	0	0	10,000	0	10,000	10,000	0	-5,000	0	-5,000	0
Income from sale of St Saviour's church, Lanteglos-by-	0	0	0	0	10,000	0	10,000	10,000	0	0	0	0	0
Transforming Mission SDF funding								0					
Transforming Mission - Plan & locally funded costs (increasing parish contributions)													
Inc in planned giving / other giving / fundraising Liskeard	20,000	0	0	0	0	0	20,000	20,000	20,000	40,000	60,000	0	0
Use of Mission Fund	10,000	0	0	0	0	0	10,000	10,000	0	0	0	-10,000	-10,000
Posts requested funded by LICF													
Stipendiary clergy	0.33	0.15	0.00	0.00	0.00	0.00	0.48	53,500	25,680	0	0	0	0
Self Supporting ministers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000	0	0	0	0	0
House for Duty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,000	0	0	0	0	0
Readers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	700	0	0	0	0	0
Permission to Officiate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	320	0	0	0	0	0
Other costs requested funded by LICF													
Transforming Lives for Good subscription	1	0	0	0	0	0	1.0	1,200	1,200	0	0	0	0
Kids Matter subscription	1	0	0	0	0	0	1.0	900	900	0	0	0	0
Cross-deanery food poverty worker (Foodbank)	0	0	0	0	0	1	1.0	16,000	16,000	0	0	0	0
Other new funding sources													
Total combined funding planned	123,755	51,025	70,170	30,270	70,000	21,000		366,220	38,870	68,870	109,020	25,020	30,770
of which LICF:								43,780	<i>Net impact of any major changes in following years:</i>				
Deanery Ministry funding plan surplus / (shortfall)	10,785	#####	0	0	850	21,000		-90	18,870	34,620	-4,180	25,020	30,770
Cumulative surplus / (deficit)									18,780	53,400	49,220	74,240	105,010
Other 2023 paid posts planned but not in this funding plan:													
Mission and ministry	0.0	0.0	0.0	0.0	0.0	0.0	0.0						
Administration	0.0	0.0	0.0	0.0	0.0	0.0	0.0						

Appendix 2 - Risks

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

Risk	Consequence	Likelihood	Impact	Score	Controls/Actions
Lack of ownership by the parish congregations	Refusal to make required changes	3	4	12	Strong leadership will be key to success alongside prayer, vision and discipleship teaching
Lack of growth within parishes	Congregations become more elderly with no replacements. Insufficient people to undertake plans. Could lead to church closures	2	4	8	Maintaining strong relationships with communities. Mission to the poor and actively inviting others to church
Required increases needed in planned giving do not materialise	Inability to meet MMF and other costs. Lack of long-term sustainability	3	3	9	Teaching discipleship. Working with Generous Giving advisor
Liskeard unable to meet increased costs of Transforming Mission	Unable to continue with work introduced in last 2 years	3	4	12	Maintain congregation growth, continue discipleship teaching
Temporary church closures similar to Covid-19	Failure to increase fruitfulness and sustainability, unable to meet costs	1	4	4	Focus on alternative forms of ministry and worship and reduce dependence on cash collections and fundraising
Insufficient lay people to work alongside the clergy	Clergy face burn-out. Unable to introduce and maintain plans	2	3	6	Focus on discipleship through preaching and house groups

Note

Lack of engagement with proposals relating to Global church and Creation	Less awareness of the circumstances of other Christians or the opportunity to engage. Less movement towards net-zero	4	1	4	Include in teaching and hold specific services each year on these topics
Parishes having to divert funds to emergency needs	Inability to meet ongoing financial commitments	2	3	6	Mutual support across the deanery, including assistance with funding applications
Failure to raise funds from the sale of St Saviour's church Polruan	Trelawny benefice less able to meet their financial targets	1	2	2	Unlikely scenario. Alternative sources to be found if necessary

Likelihood 1 = Very unlikely; 2 = Slight; 3 = Feasible; 4 = Likely; 5 = Almost certain

Impact 1 = Negligible; 2 = Minor; 3 = Significant; 4 = Major; 5 = Critical

Score 1-4 = Green; 5-14 = Amber; 15 - 25 = Red

Appendix 3 - Deprivation Statistics

What is the definition of deprivation? **Deprived** people or people from **deprived areas** do not have the things that people consider to be essential in life, for example acceptable living conditions or education. (Collins English Dictionary)

The chart below shows the rank of each parish on the IMD* scale, and the least and most deprived LSOA** in each parish.

Parish Legal Name	Parish IMD rank (1=most deprived out of 12,338 parishes)	Rank of least deprived LSOA in parish (1=most deprived out of 32,844 LSOAs)	Rank of most deprived LSOA in parish (1=most deprived out of 32,844 LSOAs)
Duloe	2,746	12,007	12,007
Herodsfoot	2,443	12,007	10,481
Lanreath	2,746	12,007	12,007
Lansallos	1,365	8,151	8,151
Lanteglos	1,856	9,794	9,794
Liskeard	1,652	22,783	3,275
Menheniot	2,511	11,447	11,447
Morval	1,667	9,241	9,241
Pelynt	1,365	8,151	8,151
Quethiock	3,712	13,964	13,964
Saint Ive and Pensilva	3,222	13,129	13,129
St Martin with St Nicholas Looe	2,671	23,215	5,474
St. Cleer	2,857	13,535	9,427
St. Keyne	1,667	9,241	9,241
St. Neot	1,717	9,427	9,427
Talland	2,007	11,606	8,151
Warleggan	1,717	9,427	9,427

*IMD - Index of Multiple Deprivation

**LSOA - A Lower Layer Super Output Area is a geographic area. Lower Layer Super Output Areas (LSOA) are a geographic hierarchy designed to improve the reporting of small area statistics in England and Wales.

Appendix 4 - Churches of the Deanery

Name	Parish	Listing	Accommodation	Electoral Roll (2019)	Usual Sunday Attendance (2019)
St Martin	Liskeard	II*	550	152	135
St Keyna	St Keyne	II*	100	18	15
St Martin	St Martin with St Nicholas, Looe	I	250	72	25
St Nicholas	St Martin with St Nicholas, Looe	II*	100	See St Martin's Looe	
St Wenna	Morval	I	190	26	14
St Cuby	Duloe	I	320	23	14
All Saints	Herodsfoot	II	100	12	12
St Lalluwly	Menheniot	I	300	57	30
St Mary MCh, Merrymeet	Menheniot		100		
St Clarus	St Cleer	I	300	58	30
St Ive	St Ive & Pensilva	I	160	64	15
Pensilva LMCh	The Conventional District of Pensilva	Not Listed	82	See St Ive	21
St Hugh	Quethiock	I	130	Not recd	
St Neot	St Neot	I	400	100	38
St Bartholomew	Warleggan	II*	75	14	10
St Marnarch	Lanreath	I	120	33	25
St Ildierna	Lansallos	I	150	21	8
St Wyllow	Lanteglos-by-Fowey	I	300	Not recd	29
St Saviour LCh, Polruan	Lanteglos-by-Fowey	Not Listed	140	See St Wyllow	
St John, Bodinnick	Lanteglos-by-Fowey	Not Listed	30	See St Wyllow	
St Nun	Pelynt	I	197	48	25

St Tallan	Talland	1	120	49	12
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Other churches in the deanery

- Greenbank Community Church, Liskeard
- Our Lady Catholic Church, Liskeard
- Liskeard Methodist Church, Liskeard
- Seventh Day Adventist Church, Liskeard
- Salvation Army Church, Liskeard
- Dobwalls United Church, Dobwalls, Liskeard
- Quakers, Liskeard
- Trevelmond Methodist Church, Trevelmond
- Connon Methodist Church, St Pinnock
- Pelynt Methodist Church, Pelynt
- Grace Community Church, Looe
- Riverside United Church, West Looe
- Polperro Methodist Church, Polperro
- Cleerway Community Church - St Cleer.

Appendix 5 - Schools in the deanery

Primary

Braddock CofE Primary School, East Taphouse Pupils: 76

Darite Primary Academy Pupils: 82

Dobwalls Community Primary School Pupils: 191

Duloe CofE VA Primary Academy Pupils: 98

Lerryn CofE Primary School Pupils: 33

Liskeard Hillfort Primary School, Liskeard Pupils: 381

Looe Primary Academy Pupils: 242

Menheniot Primary School Pupils: 155

Pelynt Primary Academy
Pupils: 113

Pensilva Primary School Pupils: 100

Polperro Primary Academy Pupils: 143

Polruan Primary Academy Pupils: 29

St Cleer Primary Academy Pupils: 283

St Martin's CofE Primary School, Liskeard Pupils: 268

St Neot Community Primary School Pupils: 93

Trenode CofE VA Primary Academy, Widegates, Looe
Pupils: 37

Trewidland Primary School Pupils: 25

Secondary

Liskeard School and Community College Pupils: 1023

Looe Community Academy Pupils: 480

Alternative provision

Caradon Alternative Provision Academy

Children's Centres

Liskeard & Looe Children's Centre, Liskeard

Appendix 6 - Church membership, age profile and attendance statistics

Parish Name	Parish population In 2018	Worshipping Community	Worshipping Community Children	Worshipping Community Young People	Worshipping Community Adults	Worshipping Community	Worshipping Community (Adult)	Electoral Roll Current Year	Usual Child Sunday Attendance	Usual Adult Sunday Attendance	Baptisms	Weddings	Funerals	Easter	Christmas
		Total	0-10	11-17	18-69	Over 70	Adult								
Liskeard	12,974	138	13	5	80	40	120	152	15	135	3	2	11	213	238
St Keyne	479	15	0	0	7	8	15	18	0	15	2	0	4	25	31
	13,453	153	13	5	87	48	135	170	15	150	5	2	15	238	269
St Martin w St Nicholas, Looe	5,698	50	0	0	15	35	50	72	0	25	6	4	13	34	112
Morval	758	22	0	0	10	12	22	26	0	14	5	3	2	21	32
Duloe	620	19	1	0	9	9	18	23	1	14	2	1	5	31	24
Herodsfoot	223	25			12	13	25	12	2	12	0	0	0	14	70
	7,299	116	1	-	46	69	115	133	3	65	13	8	20	100	238
Menheriot	1,709	55	2	2	24	27	51	57			2	3	7	81	55
St Cleer	3,385	43	2	1	28	12	40	58	3	30	5	4	12	61	154
Pensilva	2380	27	0	0	9	18	27	64			2	2	6	36	117
St Ive		26	0	0	12	14	26				1	0	4	38	44
Quethiock	515	26	0	0	5	21	26	37	0	16	2	0	1	27	59
	7,989	177	4	3	78	92	170	216	3	46	12	9	30	243	429
St Neot	855	71	1	0	10	60	70	100	1	38	3	9	4	125	237
Warleggan	247	15	0	0	11	4	15	14	1	10	0	0	2	28	116
	1,102	86	1	-	21	64	85	114	2	48	3	9	6	153	353
Lanreath	523	32	1	0	13	18	31	33	0	25	2	1	2	52	144
Lansallos	319	9	0	0	2	7	9	21	0	8	0	0	1	25	0
Lanteglos-by-Fowey	852	87	0	0	27	60	87	49	0	63	4	7	11	159	191
Pelynt	1,112	45	0	0	5	40	45	48	0	25	1	0	10	0	33
Talland	1,252	23	0	0	11	12	23	49	0	12	0	3	4	37	30
	4,058	196	1	-	58	137	195	200	-	133	7	11	28	273	398
Deanery Total	33,901	728	20	8	290	410	700	833	23	442	40	39	99	1,007	1,687

EXPLANATORY NOTES

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

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

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

- 5 **2.2 What people say about us.** One of the principles of On the Way is that we want to hear voices that are not usually ‘in the room’. Confident that you have been able to do this - to some extent, at least - this section invites you to summarise the most significant things you have heard. Please express both the views and their source (in general terms if preserving confidentiality is necessary).
- 6 **2.3 The issues we are facing.** In this section you move from description to analysis. Please note important factors which you have considered during On the Way and which lead to the proposals in the rest of the plan. You may also note important issues which you do not propose to address and that’s important, too. Again, the aim is to provide adequate information about context to enable readers to understand your plans.
- 7 **2.4 Our current fruitfulness & sustainability.** The aim of On the Way is to seek to become a church which is more fruitful and sustainable. But in many respects we are already doing that: this section is an opportunity to summarise current fruitfulness and sustainability. In a few lines you won’t be able to say everything, so please try and say not only what you *do* but the *outcomes* of your activities. Your On the Way Advisor can help you think about this, if necessary.
- 8 **3.1 What God is doing.** We believe that the whole world is God’s and that he invites his people to join in his mission to the world. So, where is God already working? Where do you think you should invest your energy and place your faith? As they exercise their responsibility for oversight of the Church, the bishops will be especially interested in how your plans connect to your sense of what God is doing.
- 9 **3.2 What God has been saying *On the Way*.** Simply say what you believe God has been saying to you as Christians in your deanery during On the Way. It’s important that this is a shared discernment that a majority would recognise, not simply the view of a minority or even a single person.
- 10 **4.1 Becoming more fruitful and sustainable.** In this section, you are invited to state the outcomes that you hope and pray your plans will produce. While we are interested in the activities, it’s the ultimate result that is most important, so do spend some time thinking and praying about these. They may be different for different churches in the deanery and that’s fine - please indicate this in your summary.
- 11 **4.2 Our plans I - How we expect to change.** There are two sections in which you are able to describe your plans. The first, this one, is where you should describe them in general terms. For example, you will need to say how you think the description of the deanery in Section 2.1 and the issues you identify in Section 2.2 will be affected by

your plans. You will also need to outline your mission and ministry proposals along with any very significant partnerships and potential pastoral re-organisation. We expect that you will need to stop some things as well as embark upon new initiatives and these should be noted in your plans. Last but not least, you will need to say what principles you wish to adopt for the allocation of the Lower Income Communities Funding. In all this please be as clear and specific as possible whilst remembering this is a summary.

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