

Vocations and Ministry Report to Diocesan Synod

Saturday, 23 September 2023



In our report we have used images of a Cornish garden. This image speaks of the loving and faithful tending of God's creation and people. Our vision for ministry is one in which we work together to nurture, grow and tend the gifts that God has given us in our service and discipleship. Throughout this report, we hope you will see that we aim to embody the three commitments identified in the Diocesan Plan for Change and Renewal:

Faithfulness - through regular prayer and attention to nurturing faith, hope, trust and confidence in our God;

Curiosity - through listening attentively to one another and those we serve, and learning wherever we can;

Mutuality - by being trustworthy, responsible and transparently accountable to one to another.

As together we work for a flourishing church that bears fruit for the world.

The earth brought forth vegetation: plants yielding seed of every kind, and trees of every kind bearing fruit with the seed in it. And God saw that it was good. Genesis 1:12

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The purpose of the Vocations and Ministry Team is to encourage, enable and “equip the saints for the work of ministry, for building up the body of Christ”

Ephesians 4:12

We do this by:

- Engaging with lay and ordained ministers, and potential lay and ordained ministers, to enable and develop patterns of ministry that are fruitful and sustainable
- Engaging with individuals, parishes, deaneries, the diocese and the national church to support fruitfulness and sustainability

Ministerial Qualities and Formation

The House of Bishops requires all ministers to demonstrate the following seven ministerial qualities:

- Love for God
- Call to Ministry
- Love for People
- Wisdom
- Fruitfulness
- Potential
- Trustworthiness

Each of these qualities is demonstrated in terms of our relationship with Christ, the Church, the World and Self. They are grounded in the Church of England’s Ordinal.

Throughout this report, you will find quotes from people who have been supported in their learning and development by the Ministry Team. We invited them to give us their feedback through the lens of these seven qualities.



Vocations - “sowing the seeds”

It all starts with God’s call upon each person’s life; calls which are as unique as the individuals themselves. The Diocesan Director of Ordinands (DDO) and other members of the Ministry Team journey alongside people as they explore their vocation, and as they seek to discern what it is that God is inviting them to step into.

For some they start by attending the **Foundations in Christian Ministry**, a series of 8 monthly Study Days offering an introduction to the Bible, Theology, Christian Spirituality, Pastoral care and Ministry for Mission. In 2022-23, 12 people completed the course, eight of whom went on to explore a variety of ministries.

“Through attending FICM, my understanding of love for people has been gently challenged and has grown as a result. I hadn’t realised how closed my own mind was through only attending my own local churches and mixing with the same people. I hadn’t engaged over the long term with people who had different belief systems and types of worship. It has been so rewarding to meet others and learn to accept different points of view, even if I didn’t agree, as well as seeing others facing those same challenges alongside me.” A Foundations in Christian Ministry participant

Others, discerning a call to ordination, join the **Community of Vocations**, which meets once per term and offers the opportunity to explore God’s call with others. Each meeting is

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different, with a variety of topics and issues covered, and is in addition to the individual discernment process with the Diocesan Director of Ordinands and her colleagues.

In 2022-23, there were 20 members of the Community of Vocations journeying together, 5 of which went to Selection Panel, and were recommended to start training for ordination in September 2023.

Looking forwards, we expect 10 people to attend their Stage 1 Carousel with a fair few going to Stage 2 Selection during 2023-24. We currently have 8 Ordinands in training. In 2024, a Bishops' Study Day will focus on encouraging and enabling vocations.

"I can say that I have grown in wisdom as I have grown closer to God; through teaching and formation, I am more able to discern when to listen and when to speak." An ordinand training with St Mellitus

"My growth has been understanding the rich diversity within the Church of the Anglican community. I had a set idea of my churchmanship (Anglo Cath) and was cautious of looking outside it. Through meeting so many wonderful people from all types of traditions and experiencing different types of worship, I have come to respect and enjoy this diversity. Whilst I still hold my traditions closely, I know why this is now and treasure it, rather than it being just all I have ever done." An ordinand training with SWMTC



Following Ordination - "growing in grace and skills"

Following completion of their training (known as **Initial Ministerial Education (IME) Phase 1**), and ordination as a Deacon, clergy embark on a three year programme of further learning in a parish context, supported by a training programme known as **IME Phase 2**. This involves a monthly day at Epiphany House with other Curates developing Core Skills (working with people, leading teams, dealing with conflict, growing in self awareness etc.) combined with learning specific ministry skills and reflective practice. After the first year of Curacy, assuming that all has gone well and development of the ministerial qualities highlighted above has been evidenced, deacons are ordained as priests. A further two years of IME Phase 2 seeks to equip them for their longer term ministry as incumbent or associate priests.

In 2022-23, we had 24 Curates (11 in their third year, 7 in their second and 6 in their first year). In the Summer of 2023, the majority of the third year curates were signed off, enabling them to start looking for permanent roles, and we welcomed 3 new curates following their ordination.

"The training modules and practical application of IME sessions are brought together to help us learn how to lead churches and parishes beyond our curacy years. An example of this was when we were asked to consider Divine Renovation - Beyond the Parish by James Mallon (gifted to us through IME), the Diocesan plan for change and renewal and our curacy context. It gave us space to ponder and wrestle with these concepts giving us 'food for thought' to take back to our contexts, in order that we may be able to encourage our churches to move from maintenance to mission and increase in fruitfulness." A third year curate

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Continuing Ministerial Development - “life-long learning for ministry”

The CMD programme is open to all clergy and Readers, and some sessions are also opened to other lay ministers. The programme is designed to cover a wide range of topics. Highlights from the past year include: “The Gospel according to Matthew; its context, theology and message - and how we preach it”, “Hearing God’s voice through the Psalms”, “The Joy of Sex and the Church of England”, Handling Conflict Constructively”, “The God who walks slowly: Reflections on Mission and Ministry in a World of Speed”, “An Introduction to Trans Theologies”, “An established church in a country of nones. What are we to do?”, “Understanding Christianity Resource for Schools”

“The in depth teaching was excellent. The facilitator was brilliant at taking thoughts and ideas from the room and adding new dimensions of understanding.”

“An excellent fast-paced review of an outstanding resource.”

“The topic was really relevant to ministry at this moment... the teaching was clear, passionate and engaging, the group discussion was very useful”

“Excellent session, informative and theological, all that it said it would be”

“This Clewer and Modern Slavery in Cornwall video is great, really insightful and the recording quality is good”

CMD sessions are a mix of in-person and online, and are complemented by two in-person **Bishops’ Study Days** per year. In 2022-23 we focused on “Exploring Mental Health” and “Exploring the Diocesan Plan for Change and Renewal”

“Wonderful sessions, atmosphere and venue. I felt valued, loved and recharged”

“An excellent day of learning and fellowship”

“Possibly the best Bishops’ Study Day I have attended”

Looking to the future, we have plans for further CMD sessions on Financial planning for clergy, Mental Health First Aid, and The Gospel of Mark for Year B.

In an attempt to meet the different learning and access needs, we have started to create **Bitesize webinars** (Food poverty in Cornwall, Estates Ministry, Rural issues (farming) and Modern Slavery) and are planning a series of Podcasts.



Accompanied Ministry Development - “providing just-in-time learning”

By gathering groups of participants with shared developmental needs, the AMD programmes offer in-depth and ongoing learning opportunities. Programmes running in 2022-23 include AMD Women in Leadership (for lay and ordained women), AMD for those in Posts of First Responsibility (for priests taking on incumbent status posts for the first time) and AMD for Oversight Ministers (a newly started course with content provided by CPAS).

The focus is on creating a community of people who learn together, both from specialists in their particular field and from each other. AMD is usually in person and is either a series of one day events or a series of 2 day residential events; each over a period of 12 - 18 months.

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Diocesan Plan for Change & Renewal

Target: 36 Stipendiary Ministers trained for Oversight Ministry by end 2025

- 3 Cohorts of 12 Oversight Ministers planned
- Each Cohort has 6 x 2 day residential colleges over approximately 9-11 months:
 - Cohort 1: July 2023 - April 2024
 - Cohort 2: Feb 2024 - January 2025
 - Cohort 3: Sept 2024 - July 2025
- With facilitated Reflective Practice Groups between colleges (JVW & SR)
- Plus Resources to be used in parishes (to be created)

“The course was a great encouragement and helped me to be intentional about the importance of emotional intelligence. This has been of particular benefit over the last year in my work.”

“Thank you so much for the last two days of AMD for Oversight Ministers, I have found them really helpful.”



Local Pastoral Ministry - “nurturing and caring”

During the period August 22 - July 23 pastoral ministry teams continued their slow emergence following the pandemic. There has been a mixed picture across the diocese. Many hospitals and nursing/care homes were slow in welcoming back pastoral ministers and some churches were cautious in their offerings post pandemic. In addition some LPMs had used the time to reflect on their commitments and have stepped back from pastoral ministry. These factors have meant that some teams have struggled to reform. However, in other places teams have been in a much better position to continue to offer pastoral support.

We have run 2 **Key Skills courses** (11 participants), 2 **Refresher courses** (14 participants), and a specialist session entitled **Dementia and our Church** (12 participants).

“I found the Key Skills training course very informative and enjoyable; I certainly feel better equipped to continue in this line of Ministry”

Dementia and Our Church - *“You’ll have picked up on my sense of social injustice at the limited health and social care support for people living with dementia in Cornwall which emphasises the importance of your work in raising awareness of the positive impact that our church communities can have.”*

We have also started to explore deepening our engagement with **Anna Chaplaincy**, and to date have commissioned 3 Anna Chaplains.

Looking forward, the number of people enquiring about pastoral courses has increased recently, and we will be running two Key Skills Courses in the autumn term (one on zoom and one in person), maybe three. We also plan to run further additional training modules, looking at new areas in which LPMs would like training. A joint training day for LPMs and LWLs is being arranged for autumn 2023.

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Local Worship Leaders - “leading God’s people in worship”

In the last academic year there have been two successful **Sunday Plus courses** with a total of 18 people training to be Local Worship Leaders from across 6 deaneries. They have come from across a breadth of traditions and been able to share with each other new insights into how worship can be meaningful to different people.

In the Summer term of 2023 the first in person course since Covid was held in Stratton deanery. Going forward there will be one online course and one in person course each year.

“I found the LWLs course to be both challenging and reassuring. It has challenged my perceptions of worship, showing me the narrow experiences that I have had ... and what is possible.... It has given me more courage in stepping forward and offering the skills that I have ... whilst acknowledging that God can use me, warts and all, to encourage other people in their search for Him. It has shown me ways to pray, to praise and to lead sensitively in my church, so thank you very much.”

“As soon as I started Sunday Plus, I knew I was on the path God wanted me on ... the course itself, and my fellow participants, strengthened my faith and love of God. I knew I was home.”

April 2023 saw the first **Youth Worship Leader course** aimed at those aged 11-18 who would like to explore leading worship in their local church. 4 attended the course and 2 will be commissioned in October. The hope is to run an annual course starting September 2024.

“A very fun experience where I met other like-minded young Christians that helped me explore my religiosity. A safe space to explore Christianity.”

Looking forward, ongoing training modules will start again in January 2024 giving LWLs additional skills in leading prayer, creating liturgical acts of worship, how to give a talk and use the ‘sermon slot’ inventively as well as giving opportunities to explore other forms of worship.



Reader/Licensed Lay Ministry - “Community theologians who preach, teach and enable everyday faith”

Following a recent review of Reader/Licensed Lay Ministry and a relaunch, the Warden of Readers’ Committee continue to raise awareness of this important licensed Ministry. At the end of September we will license 5 new Readers during the annual Readers’ Service at the Cathedral. This marks the end of one phase of learning and development (Foundations in Christian Ministry and two years of academic study with SWMTC) and the beginning of the next phase. The newly licensed Readers are required to attend a year of Post-licensing training which seeks to enhance their practical skills to complement the academic skills already gained. Sessions on preaching, funeral ministry, leading small groups, Canon Law and creating worship and pastoral care will equip the Readers for their new parish/benefice based ministry.

Looking forward 3 people have been accepted to begin training as Readers in September 2023.

“The Foundations Course was invaluable as it allowed me to start to focus on my way forward in my quest to see whether I would be a suitable candidate for ministry. The course was very enjoyable, I met interesting and talented people and I realised that despite my initial

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insecurities this was something I could engage with. The course gave me the affirmation to go forward and seek selection for Reader Ministry Training.”



Pioneering - “seeking to follow God outside the walls of church”

In working to realise one of the five priorities of the Saints Way - *that we become a Church that unashamedly embraces an innovative, pioneering culture* - we have developed **Ragresoryon yn Kernow** - the Pioneer Network of Cornwall, and encourage both lay and ordained pioneers in their calling. The Pioneer Network Facilitator has also supported deaneries and parishes to explore how they might become more pioneering in their outlook and mission.

In the past 12 months, 4 people completed the **CMS Certificate in Pioneer Mission**, and a further 12 have just begun the course, which is run in partnership with Bath & Wells, and Salisbury dioceses. The CMS Certificate is delivered over 6 weekends with 6 teaching sessions and a connecting session with 12 small group sessions to support learning happening between the weekends.

In March 2023, 6 people were commissioned as Local Lay Pioneers. The extra two had trained in London and Bath & Wells Diocese in previous years. One of these is also pursuing the route of Licenced Lay Pioneer through CMS.

The Diocesan Plan for Change & Renewal

Target: 30 Pioneers commissioned by end 2025 (to date: 4)

- 1 Cohort per year - 12 participants in current Cohort (July 2023 - March 2024)

“This training has helped me come to God with empty hands and allow him to shape and give a sense of what he is already doing. It has also encouraged me to build my own intimacy with God through contemplation.”

“I am more aware now of where God is working in unexpected places and the largeness of his heart.”

“How much mess can God hold? I have always felt a difficulty in accepting mess, but now I think God is able to deal with that and maybe that is part of the path he leads us down and we need to put stuff down and embrace the mess”.



Sens Kernewek - “Cornish Saints leading local Christian Communities”

In the spirit of ‘The Saints Way’, **Sens Kernewek** is designed to be an innovative, communal learning experience, to ‘equip the saints for the work of ministry’ here in the diocese with a clear focus on training people for local church leadership. Those who take part in Sens Kernewek will be equipped to lead an individual church as part of collaborative clusters or groups. They will be responsible for leading the faithful in mission and service within a specific local community, under the oversight of an Incumbent or Parish priest.

Sens Kernewek is actively led and facilitated by the Bishops, alongside others, with a focus on developing the skills and character needed to lead a local church. Participants will learn scripturally and theologically from lived experience, sharing together in Bible study and

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prayer, and everything we do seeks to model the kind of collaborative, faithful and creative churches that The Saints Way describes.

Sens Kernewek is a vocational programme and complements our existing training for ordained ministry, Reader ministry and local worship leaders, specifically focussing on the leadership of local, often small, church communities.

The first Cohort of 11 participants completed their training in 2022, and were commissioned in March 2023, with a second cohort of 12 people, meeting in Bodmin, starting and finishing during 2023.

The Diocesan Plan for Change & Renewal

Target: 105 Local Leaders commissioned by end 2025 (to date: 21)

- 2 Cohorts per year (currently planned) plus 2-3day residential course for Isles of Scilly
 - Cohort 3: Sept 2023 - March 2024
 - Cohort 4: April 2024 - Nov 2024
 - Cohort 5: January 2025 - July 2025
 - Cohort 6: Sept 2025 - March 2026

“I was part of the first cohort of Sens Kernewek and through the time of prayer, reflection and discussion together, I have been able to discern more clearly the call which God has placed on my life. Fruitfulness - I have valued the opportunity to examine more closely the way in which lay people can be part of growing the spiritual life of the church and in connecting with the surrounding community in diverse ways through collaborative working.”

“Encouragement came from all who engaged on the course. Sharing honestly our highs and lows and recognising that the challenges we faced in our communities were not so different after all. This gave me hope and the strength to keep going. It helped me to gain in confidence and reaffirm my Calling. Enabling me to grow in my faith through shared experiences, prayer and bible study. Listening and learning from each other. Demonstrating Acts 2:42 where we all started and continuing as believers to engage with each other, encourage each other and enable each other.”



Supporting Clergy Well-being

In 2023, we have introduced the opportunity for all clergy in active ministry, the opportunity to engage in **Pastoral Supervision**, with an experienced and qualified Supervisor.

Pastoral Supervision is a structured process of reflective learning in which a supervisor meets with an individual, or small of clergy to develop and support learning skills, understanding, and good practice. It takes place within a context of spiritual understanding and prayer, care, trust, and openness. Pastoral Supervision complements the **Ministerial Development Review** (MDR) process, the **Mentoring scheme** that is offered to those new in post and/or new to the diocese, and the **Diocesan Counselling Service**.

We have also recently supported the appointment of a Dean and Chaplains of Self Supporting Ministers and a Dean and Chaplains of Retired Clergy. These appointments signal an important aspect of our work - the flourishing of our ordained ministers.

Looking to the future, we are exploring ways of offering more diocesan-wide support to our lay ministers.

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Clergy Recruitment

Responding to the high number of Parishes in Transition at the moment, we have organised two events for clergy exploring the possibility of a move to Cornwall; one a full day in person at St Martin's Church, Liskeard and another evening session online. These have been well received and those who have attended have appreciated the welcome offered.

"Many thanks to @TruroTeam for their kind hospitality yesterday at St Martins, Liskeard, including pasties and cream teas all round. Great to hear about the diocesan plan for Cornwall, which is clear, exciting and deliverable."



Support for Parishes

In addition to supporting individual ordained and lay ministers, we also seek to support parishes, benefices and deaneries in a variety of ways.

For some people, Transitions can be times of anxiety, but with the right support from a **Transitions Advisor** working in partnership with the Archdeacon, they can be times of change, opportunity and growth - even flourishing. Our four Transitions Advisors (3 of whom work on a consultancy basis) work with parishes and benefices to develop a shared vision for mission and ministry within the parameters of the relevant Deanery Plan, and then help the Benefice Transitions Team to create the Parish Profile, the Statement of Needs, and the Advertisement.

During the past 12 months, we have supported 33 transitions in line with Deanery Plans.

"I would like to acknowledge the invaluable assistance and encouragement of our Transitions Advisor, who continues to keep us on track and focused on the plans God has for us"

Prior to the interview process, in addition to Safer Recruitment training, Parish Representatives are required to attend a half day workshop on Equity, Diversity and Inclusion, challenging unconscious bias and help the Representatives consider carefully their role within the recruitment process.

"Despite having been involved in many interviews over the years, it is always good to be reminded of the dangers of unconscious bias"

"I thought it was a very well-led workshop. The facilitator was gracious and encouraging"

Another priority of the Saints' Way: *to be a church that rejoices in the generosity of God*, is supported by our small team of **Generous Giving Advisors who** offer support to parishes seeking to encourage generosity in a variety of ways. Over the past 12 months the team have supported the implementation of 82 contactless giving devices, supported a further 57 parishes with issues connected with digital giving, encouraged 23 new parishes to join the Parish Giving Scheme, as well as delivering talks and workshops on generosity and supporting individual ministers in thinking about generosity. The GGAs also supported the launch of the Parish Giving Scheme for one-off giving.

"We have been successful in our bid for a subsidised device! So pleased, thank you for all your help and inspiration with this."

Meet the Funders events are organised in partnership with Transformation Cornwall and seek to equip and support parishes and other charitable organisations in obtaining grant funding for

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projects. In addition to the annual Meet the Funders event, a number of **Funding Workshops** has been held and support offered to individual parishes and deaneries.

“Just a quick note to say we have had our celebration service for the new church roof. It is a miracle we have made it all happen. Just want to say how grateful we were to have support from the Diocese with funding at the early stage. It was a real encouragement.”

“Thank you ... for your timely visit ... you have helped us enormously to focus and prioritise.”

Deanery Liaison Advocates (DLAs) were introduced near the beginning of lockdown to ensure, as far as possible that parish officers and clergy could find the right person in Church House to help with whatever matter was concerning them. A DLA was appointed for each Deanery and acted as the point of contact, responding to queries and/or signposting to the appropriate person if they couldn't answer the question themselves. These were not new posts, but rather additional responsibilities taken on by the Church House team members.

To date in 2023, the DLAs have responded to approximately 350 enquiries.

Away Days and Vision Workshops are led by members of the Ministry Team in response to specific requests from parishes and deaneries. These are created in response to each specific context and request.

The Ministry Team will be providing the support envisaged by the Diocesan Plan for Change and Renewal for Change Coaches, recognising that the skills needed for these roles are very similar to the skills used by Transitions Advisers.



Children, Young People and Families

Our work on this continues to be reactive rather than proactive. We have given advice to two benefices wishing to set up some new children's/youthwork over the last year, one of which has come to fruition.

With Julie Swann from the Methodist Church we organised a day for **Prayer Spaces in Schools**, we had a good attendance of 31 people a roughly equal mix of Methodist/Anglican including an ecumenical group.

Messy Church and Open the Book have both taken a bit of a hit after the pandemic with some teams retiring. The pandemic has seen an increase in the number of Messy Churches looking at outdoor '**Muddy Church**' alongside some parishes exploring **Outdoor/Forest Church**. The administration and training for these are now overseen by BRF and the Bible Society respectively.

We are encouraged to see the focus on Children, Young People and Families in the Diocesan Plan for Change and Renewal and we will be ready support any new initiatives that emerge from this work.

The Ministry Team

The Ministry Team (listed in Appendix 2) is supported in our work by a large number of volunteers who give their time and energy to support the work of ministry across the diocese. These wonderful people include:

- MDR Facilitators
- Mentors and Coaches
- Chaplains and Reflective Practice Group Facilitators
- Course leads, Teachers and Workshop leads
- and a whole host of others! **Thank you all.**

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Appendix 1

The Ministry and Mission Section from the Diocesan Plan for Change and Renewal

2. Plan for ministry and mission

This is the main section of the plan, it describes what we are going to do, and it begins with the way that we do things; culture, particularly the way in which we can expect our leaders to work.

In the following sections most of the plans are directly drawn from deanery plans, where that is not the case we make this clear.

2.1 Culture

This is a plan for significant change and therefore requires focused attention on our culture as well as our activity, and on the way we do things, as well as the things we do.

Rooted in the culture described in The Saints' Way, and in our distinctive Celtic and Cornish inheritance, as a whole diocese, we will be:

- more pioneering and adventurous
- more attentive to holiness of prayer and place
- more communal than organisational
- more open to wonder and expectant of the miraculous
- more caring of (each other) and creation
- more committed to learning and growing
- more willing to express and explore our faith in music and the arts
- more content to be on the margins
- no less local in our focus but broader in our horizons.

For our shared culture to grow in these ways, we need to pay clear and consistent attention to particular actions, activities and ways of being with one another. We will therefore be consistent in every level and encourage one another in our commitment to:

Faithfulness - through regular prayer and attention to nurturing faith, hope, trust and confidence in our God;

Curiosity - through listening attentively to one another and those we serve, and learning wherever we can;

Mutuality - by being trustworthy, responsible and transparently accountable to one to another.

Responsibility for nurturing and curating such a culture is a key responsibility of senior leaders and especially the bishops. These cultural commitments will be embodied in the way leaders behave and be built into communications and strategic plans in each part of the diocese.

2.2 Parish ministry - oversight and local

Over the next 10 years we want to see a more diverse range of ministries, a changing role for stipendiary clergy, a greater partnership between lay and ordained ministry, an emphasis on local missional connections with communities that we rarely see in church at present, encouragement to every local church community to discern their calling, and support for the cultural change that goes with team building and working with difference.

The key indicators of success that we will see as the plans are implemented are:

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- More stipendiary clergy operating in oversight roles, leading and overseeing teams of ordained and lay ministers who are leading church communities, pioneering and mission initiatives and service to the wider community. By the end of 2025 36 of our stipendiary posts will have been trained for this kind of role.
- More churches led by Local Ministers, lay or ordained, but trained and equipped for this ministry. By the end of 2025 we will have commissioned 105 Local Ministers.
- More people serving as pioneers and chaplains outside the existing patterns of church, especially with poorer communities and with schools. By the end of 2025 we will have commissioned 30 Pioneers and 20 Chaplains
- More support to churches, benefices and deaneries to grow in confidence, navigate change well, discern their priorities and build their team. In 2023, 2024 and 2025 we will offer change coaching support to every benefice where clergy roles are moving into Oversight Ministry, up to 15 benefices per year.
- More clergy and lay leaders describing themselves as confident, fulfilled, equipped and supported for the role they carry. We will see a year on year improvement in elements of the annual clergy and Reader surveys in these areas.

The key elements of the ministry plan are:

2.2.1 Training for ordained and lay roles

A review of training for ordained and lay leaders, including through South West ministry training organisations (SWMTC and St Mellitus) and other partners. This work to be done jointly with Exeter Diocese.

This will result in an updated means for training suitable for the roles required in the church over the next 15 years. The work began in December 2022, will deliver its outcomes in June 2023 and will begin to be implemented in September 2023.

2.2.2 Identifying and resourcing Oversight Ministers

Developing pathways for clergy taking up Oversight Ministry roles, based on AMD and offering sustained and practical support and training that helps them:

- Reimagine the role they are doing
- Make practical changes in the way they work
- Teach skills for this new way of working

Through this we will train 36 clergy by September 2025

2.2.3 Identifying and resourcing Local Ministers

Call, train and commission Local Ministers as the key leaders of local church communities, under the oversight of an incumbent oversight minister. This work is already underway through Sens Kernewek and needs to be significantly scaled up.

Through this we will train 25 Local Ministers in 2023, 40 in 2024 and 2025 and then scale back to provision for 15 per year for the foreseeable future.

2.2.4 Identifying and resourcing Pioneer Ministers

Pathways for recruiting, training and commissioning pioneers are in place and will continue. Building on the work of the Pioneer training introduced in 2021 we will train and commission

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and average of 10 new Pioneers each year for the next 5 years. Targets beyond that will be subject to a review.

2.2.5 A more proactive approach to the recruitment of clergy.

The plan relies both upon the release of many more lay and ordained people into ministry roles in and beyond the life of the local church. It also depends on Stipendiary clergy being the right people, in the right roles, with the right support. We will therefore:

- Run Open Days for clergy wanting to find out more about the church in Cornwall and about the life, culture and vision of this Diocese. We will run 2 days in 2023, 2 in 2024 and, subject to a review, further Open Days in the future.
- Review our interview and selection processes to ensure the very best appointment decisions are made for vacant posts. This will be done by Easter 2023 to begin immediately thereafter.

2.2.6 Change Coaches

Building on the well established approach used by Transition Advisors, build a team of change coaches who can work with churches and communities when changes in patterns of ministry are underway. They will work closely with the new Rural Deans (see the section on Deanery leadership section below) and will focus on developing:

- Shared vision
- Shared values
- Team dynamics
- Communication skills

We will build a team with the capacity to work with 15 benefices each year, focusing on benefices where the priest is moving into an oversight role.

2.2.7 Ministry wellbeing

Continued emphasis on clergy wellbeing, and increasing attention to wellbeing amongst lay leaders, focussing on the provision of quality supervision and support.

A Clergy wellbeing plan developed in 2022 and implementation began in 2023 with clear targets and timescales. It is based on 6 areas of focus:

- Tuning life to healthy rhythms
- Handling expectations
- Recognising times of vulnerability
- Identifying safe spaces to be heard
- Valuing and affirming
- Establishing healthy boundaries

2.2.8 Licensing, commissioning and authorisation of lay ministers

In line with the national strategy for lay ministry we want to be a church where:

- lay ministries are enabling of whole-life discipleship of the whole people of God and the ministry of the whole church in mission in God's world

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- lay ministries are recognised, valued and celebrated as God-given and where all ministers, lay and ordained, are confident in their calling as co-labourers in the Kingdom of God
- where all those called into lay ministries are confident in exercising their gifts and ministry
- those involved in lay ministries have opportunities to share learning so that confidence is built, innovations are shared and inspiration is ignited.

Noting the importance of ensuring all those who minister in the name of the Church are appropriately trained and equipped for the roles we are asking of them, we have a clear structure and procedure for recognising, commissioning and licensing:

- **Locally Recognised:** for local parish church activity, such as welcomer
Responsibility for recruiting, training and recognising lies with the local church PCC and the Incumbent. Safer Recruitment procedures to be followed and appropriate Safeguarding training attended.
- **In the Community Commissioned/Authorised:** for local benefice or deanery ministry, such as Local Pastoral Minister, Local Worship Leader, Local Lay Leader, Local Lay Pioneer and Chaplains.
Responsibility for recruiting, training and commissioning is shared between the local parish/benefice and the Diocesan Ministry Team. Safer Recruitment procedures to be followed, with recommendations from the Incumbent and the PCC, and training appropriate to the ministry plus Safeguarding training to be completed prior to commissioning.
- **Licensing:** for nationally accredited, episcopally licensed ministry such as Reader/Licensed Lay Ministers (LLMs), Church Army Evangelists.
Responsibility for selection, training and licensing is shared between the Diocesan Ministry Team and the Bishop's Office. Safer Recruitment procedures to be followed, with recommendations from the Incumbent and the PCC, and Reader Training plus Safeguarding Leadership training to be completed prior to being licensed.

All Commissioned and Licensed ministers are required to have a Working Agreement and regular 121 or group supervision with their Incumbent/Oversight Minister, with an annual review of their ministry.

Commissions and Licenses are for three years, and are renewable on completing of appropriate Safeguarding training and, where required, Enhanced DBS disclosure.

2.2.9 Generous Giving

Priority 4 of the Saints Way says that we will be a Church that [rejoices in the generosity of God](#), because Jesus trusted wholly in his Father's provision.

We believe that God has already given us everything we need. We are not working from a position of deficit, but of surplus; surplus (individually and corporately) which needs to be released to serve God. Our 3 (2FTE) Generous Giving Advisers (who are part funded by the Church Commissioners) will continue to work with parishes encouraging attitudes of generosity both within our congregations and within their wider communities. The team provide

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theological and technical expertise and experience to help parishes grow their trust in the generosity of God, and to put that trust into action to support mission and ministry locally and further afield, and to care for their ancient and treasured buildings.

2.3 Pioneering ministry

Deanery Plans include proposals for different models of pioneer ministry, including rural pioneer priests to work with sparse and scattered communities and very small church congregations, pioneer ministry focussing on communities experiencing economic deprivation, pioneer ministry that seeks to work with young adult men, and pioneer ministry in areas of new housing.

The diocesan approach to recruiting, training and commissioning pioneers is outlined above, deliberately in the context of the wider support for parish ministry of which pioneering is one part.

In all cases pioneer ministry takes place within a parish context, but the exact relationship between the pioneers and existing congregations and church leaders may differ from place to place. In some cases the pioneers will be ordained, but not always, in some cases in salaried or stipendiary roles, but not always.

In all cases pioneering ministry will give a very high priority to safeguarding, particularly aware of ministry that takes place outside of established arrangements for safeguarding governance and accountability.

Appendix 2 - The Vocations and Ministry Team

(all of whom are part-time except for Jane Vaughan Wilson and Sally Piper)

Rebecca Evans	Ministry and Parish Development Officer & DLA
John levins	Licensed Ministry Officer and Tutor for SWMTC
The Revd Dr Lucy Larkin/ Revd Olly Ryder	IME Phase 2 Officer
Daniel Mantell-Roberts	Generous Giving Advisor
Lindsey Morgan-Lundie	Pioneer Network Facilitator
Sally Piper	Head of Ministry
Mel Pomery	Ministry Programmes Co-ordinator & DLA
Lydia Remick	Lay Ministry Development Officer
Christine Salaman	Generous Giving Advisor
Sue Thorold	Lead Deanery Liaison Advocate (in addition to being the DAC Secretary)
The Revd Canon Jane Vaughan-Wilson	Diocesan Director of Ordinands and the Bishop's Adviser on Pastoral Care and Counselling
Sarah Welply	Lay Ministry Development Officer & DLA
Jenny Wreford	Generous Giving Advisor & DLA
Bob Moffat	Transitions Adviser (Consultant)
Julian Briscoe	Transitions Adviser (Consultant)
Andy Harris	Transitions Adviser (Consultant)

Authors

S Piper & J Vaughan-Wilson (who created the beautiful garden images)