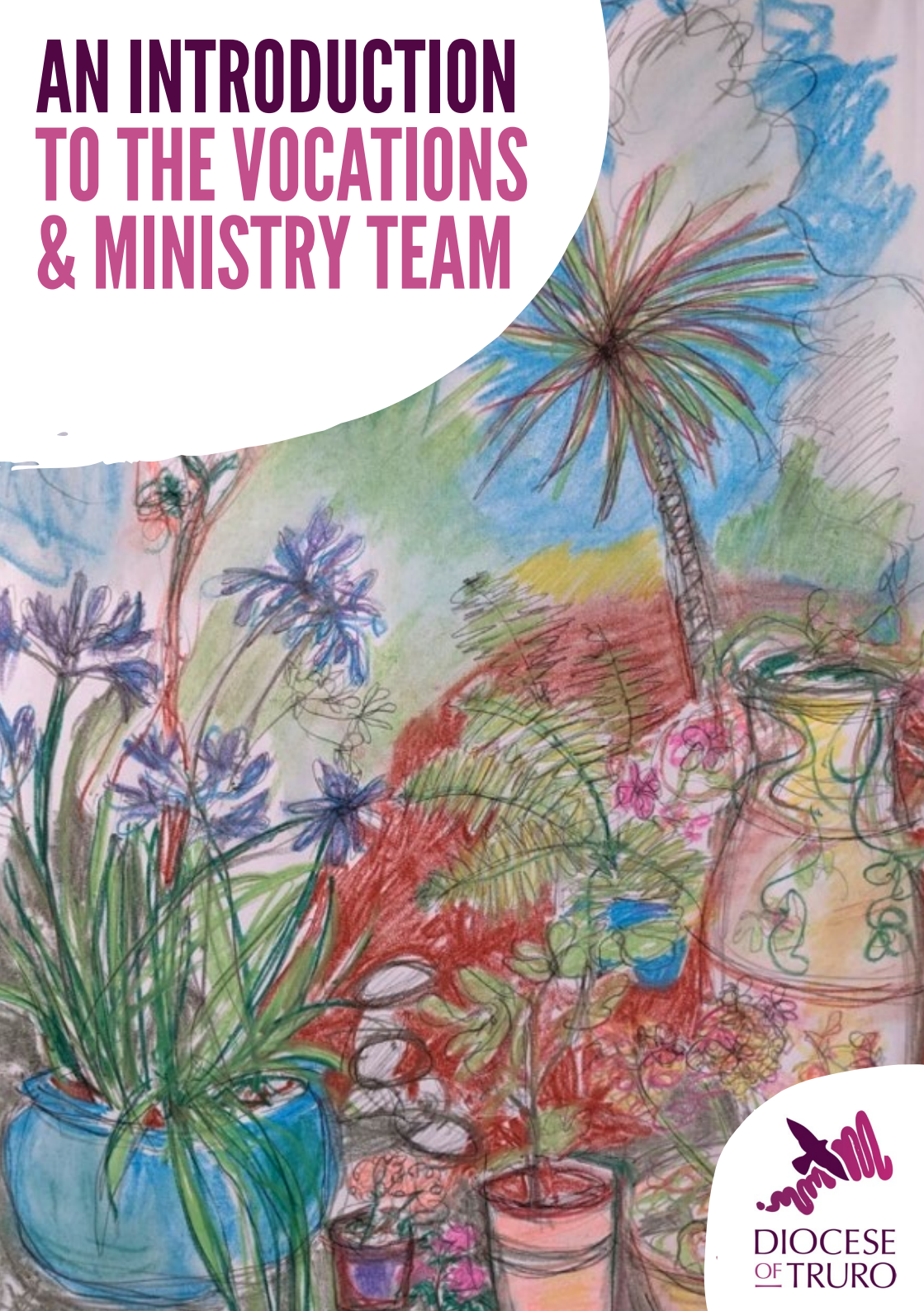


AN INTRODUCTION TO THE VOCATIONS & MINISTRY TEAM



DIOCESE
OF TRURO

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

In this document 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.

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.

As we work for a flourishing church that bears fruit for the world, we seek to embody the three commitments 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.

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

Original artwork by the Revd Canon Jane Vaughan-Wilson, used with permission

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ENCOURAGING 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.

The **Community of Vocations** meets once per term, usually at Epiphany House in Truro and offers the opportunity to explore God’s call with others. Each meeting is 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.

MORE INFORMATION

trurodiocese.org.uk/resources/ministry/vocations/ordained-ministry/
Or contact the DDO: The Revd Canon Jane Vaughan-Wilson by emailing JvWilson@truro.anglican.org

ENCOURAGING VOCATIONS

FOUNDATIONS IN CHRISTIAN MINISTRY

Foundations in Christian Ministry is a series of eight monthly Study Days (September to June avoiding Advent/Christmas and Lent/Easter), held at Epiphany House, Truro offering an opportunity to explore, together as a learning community, a variety of topics including:

- Introduction to the Bible
- Introduction to Theology
- Introduction to Pastoral Care
- Introduction to Christian Spirituality
- Exploring Vocations
- Ministry for Mission
- Working with Groups

The aims of the Foundations in Christian Ministry course are:

- to deepen the participants' Christian discipleship
- to explore and help form their gifts for ministry
- to help discern God's call for the next step in their journeys with Him
- and to provide a foundation for further training in lay or ordained ministry.

Each Study Day begins and ends with worship, led by the Chaplain for the day, and is also intentionally vocational in its



approach. Reflective Practice Groups help participants connect what they are learning during the Study Days with their ministry experience. Participants are encouraged to keep a Reflective Journal during their studies and are invited to complete 4 pieces of written work, including a short theological essay (1000 words) for which feedback is given. This helps prepare those who go on to further academic study.

The Foundations in Christian Ministry Course is open to everyone, although we do ask for a reference from the incumbent and one other.

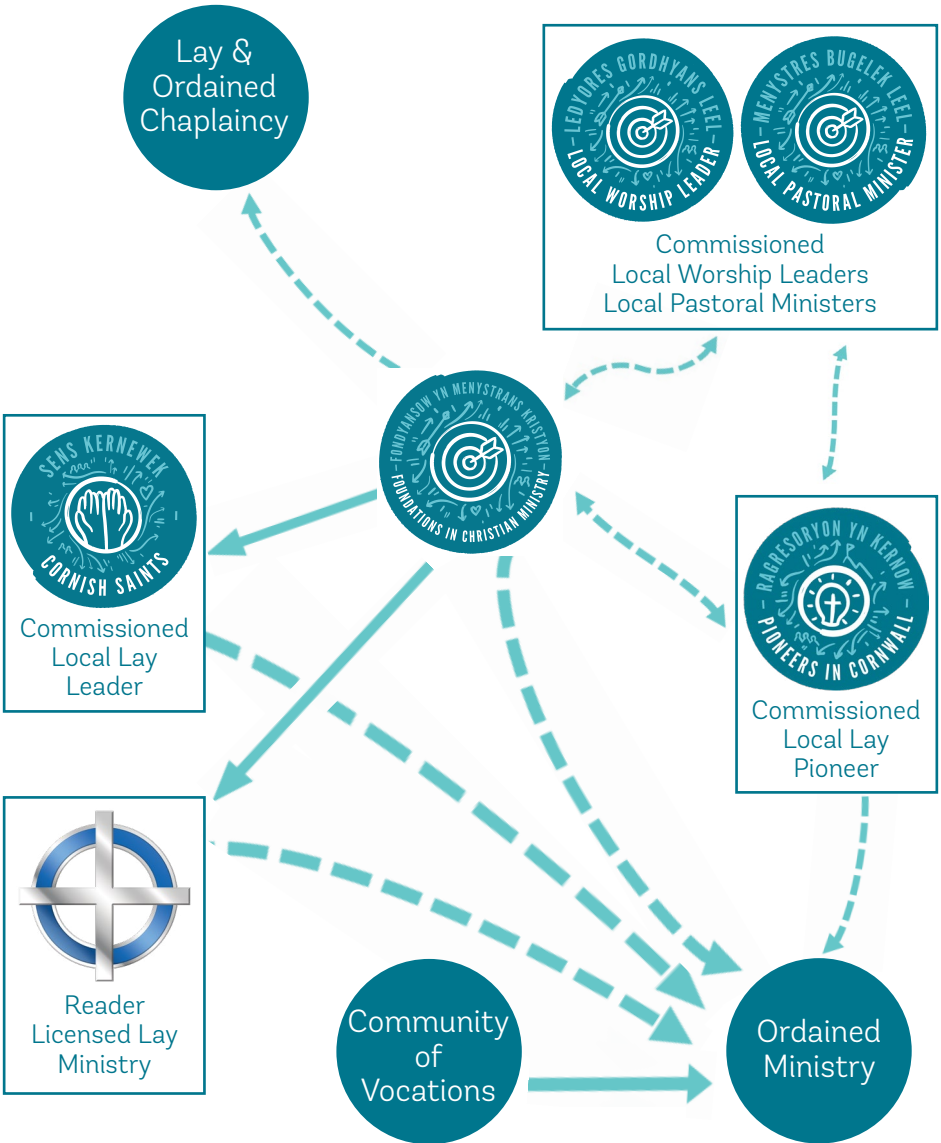
Attendance at the Foundations in Christian Ministry course is usually a prerequisite for those discerning a call to Reader (Licenced Lay) Ministry. It also acts as a good introduction to many other forms of ordained and lay ministry in the diocese.

MORE INFORMATION (& APPLICATION FORM)


trurodiocese.org.uk/resources/ministry/foundations/


Or contact the Lay Ministry Development Officer Lydia Remick by email at lydia.remick@truro.anglican.org

MAP OF MINISTRY JOURNEYS



Key

Required Pathway 

Possible Pathway 

ENCOURAGING, EQUIPPING & ENABLING ORDAINED MINISTRY

FOLLOWING ORDINATION - “GROWING IN GRACE & 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 based context, supported by a training programme known as **Initial Ministerial Education (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 (working with children and young people, mental health first aid training) and engaging in reflective practice.

After the first year of Curacy, assuming that all has gone well and development of the desired ministerial qualities 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.



MORE INFORMATION

trurodiocese.org.uk/resources/ministry/curates-training-incumbents/ Or contact our IME Phase 2 Officer The Revd Canon Elly Sheard by emailing elly.sheard@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING ORDAINED MINISTRY

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.

CMD sessions are a mix of in-person and online, and are complemented by two in-person **Bishops' Study Days** per year.

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.



MORE INFORMATION

trurodiocese.org.uk/resources/ministry/cmd/

For a conversation about CMD, to suggest a topic, or offer to present a topic please contact Ministry and Parish Development Officer, Rebecca Evans by emailing rebecca.evans@truro.anglican.org or Ministry Programmes Co-ordinator, Mel Pomery by emailing melanie.pomery@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING ORDAINED MINISTRY

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, complemented by Reflective Practice Groups.

The focus of all AMD programmes is on the creation of a community of colleagues who pray, work and learn together; learning both from specialists in their particular field and from each other. AMD is usually in person and is either a series of one day colleges or a series of two day residential colleges over a period of 12 – 18 months. All AMD programmes are held at Epiphany House, Truro.

AMD for those in Posts of First Responsibility (for priests taking on incumbent status posts for the first time) is a rolling programme with newly appointed clergy joining the programme as soon as possible after licensing.

AMD for Ministers with oversight responsibilities is the newest AMD programme. Content is provided



by CPAS over 6 x 2 day residential colleges. Each Cohort has 12 Clergy. Cohort 1 began in Summer 2023, with Cohort 2 starting in February 2024 and Cohort 3 in September 2024.

AMD Women in Leadership (for lay and ordained women) has recently concluded. Future courses are being planned.

MORE INFORMATION

For a conversation about AMD please contact Head of Ministry,
Isaac McNish isaac.mcnish@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING ORDAINED MINISTRY

SUPPORTING CLERGY WELLBEING

In 2023, we introduced the opportunity for all clergy in active ministry, 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 group 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 recently appointed 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.

We also have an Accompanied Ministry Development (AMD) programme for clergy entitled “**Preparing to retire well, and beyond**”.

MORE INFORMATION

For further information on, or to access, any of these support services please contact:

Jane Vaughan-Wilson JvWilson@truro.anglican.org or
Isaac McNish isaac.mcnish@truro.anglican.org

Self Supporting Ministers & Retired Clergy contacts:

Revd Jeff Risbridger SSMDean@truro.anglican.org
The Revd John Eatock RetiredDean@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING LAY MINISTRY

LOCAL PASTORAL MINISTRY - “NURTURING & CARING”

We offer a **Key Skills course** which can be in person or online. There are usually two or three courses each year. The course is a series of 6 x 2 hour sessions covering the following topics:

- Introduction to Pastoral Care.
- Value of Friendship (Pastoral Ministry as a welcoming and missional ministry).
- Working together as a team.
- Listening Skills.
- Responsible Friendship (setting & maintaining boundaries).
- Living with Loss.

We also offer Refresher courses and specialist sessions on subjects such as Dementia and our Church, Bereavement Support, End of Life Care, Encountering Depression and Home Eucharist.

We have started to deepen our engagement with **Anna Chaplaincy**.



Local Pastoral Ministers and Anna Chaplains are required to have a current Working Agreement in place, complete Safeguarding Training (Leadership and Domestic Abuse Awareness) and renew their DBS check every three years prior to being recommissioned.

MORE INFORMATION

More information and an Application form can be found here:
trurodiocese.org.uk/resources/ministry/lay-ministry-readers/lpm/

www.annachaplaincy.org.uk/

For a conversation about Local Pastoral Ministry and/or Anna Chaplaincy please contact Lay Ministry Development Officer, Sarah Welply by emailing sarah.welply@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING LAY MINISTRY

LOCAL WORSHIP LEADERS - “LEADING GOD’S PEOPLE IN WORSHIP”

The **Sunday Plus Course** is designed to train and equip people to be Local Worship Leaders able to lead worship, not just on Sundays, but at any time. These courses can be in person or online, and we usually offer one of each per year.

The Sunday Plus Course consists of eight (2 hour) sessions covering topics including:

- Styles of Worship
- Service of the Word Structure
- Seasons, Scripture and Sermons
- Leading All age worship
 - Leading prayers
 - Team Working
- Sacred Space, Sign and Symbol
- Using Music and Technology in Worship



Potential Local Worship Leaders must be nominated and supported by the parish incumbent and the PCC.

Refresher courses and specialist sessions on 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 are planned throughout the year.

Local Worship Leaders are required to have a current Working Agreement in place and complete Safeguarding Training (Leadership and Domestic Abuse Awareness) every three years prior to being recommissioned.

We also offer the **Youth Local Worship Leader course** aimed at those young people 11-18 who would like to explore leading worship in their local church.

This course has 4 Sessions, starting September each year, and explores the following topics:

- What is Worship and who can lead it?
- How can I lead well?
- What is a service and what could it be?
- How can I pray and help others to pray?

Potential Youth Local Worship Leaders must be nominated and supported by the parish incumbent and the PCC, and have a mentor from within the parish/benefice.

On completion of the course a conversation will be held with the young person and their incumbent about what they will be able to do, and their ongoing support and development.

MORE INFORMATION

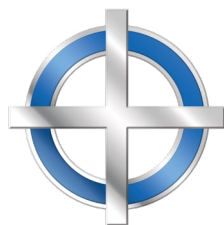
The Recommendation Form and further information can be found here: trurodiocese.org.uk/resources/ministry/lay-ministry-readers/lpm/lwl-forms-training/

For a conversation about Local Worship Leaders and please contact Lay Ministry Development Officer, Lydia Remick by emailing lydia.remick@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING LAY MINISTRY

READER/ LICENSED LAY MINISTRY

“Community theologians who preach,
teach and enable everyday faith”



Following attendance at Foundations in Christian Ministry, those discerning a call to Reader Ministry apply to train with South West Ministry Training Course (SWMTC).

This is a two year academic course delivered under the University of Durham Common Awards scheme. Potential Readers train together with Ordinands to encourage partnership working.

Arrangements for placements during training are agreed in partnership with the diocese.

On successful completion of their academic studies, Readers/LLMs are licensed by the Bishop for an initial one year period. During this time the Readers/LLMs are required to attend Post-licensing training, a series of Saturday workshops on topics which seek to enhance their practical skills to

complement the academic skills already gained, including:

- Preparing to Preach
- Funeral Ministry
- Canon Law
- Public Speaking Skills for preaching
- Working with others
- Creating Acts of Worship

These sessions are delivered by members of the Ministry Team with input from other colleagues, and are complemented by facilitated Reflective Practice Groups.

Readers/Licensed Lay Ministers are required to have a current Working Agreement in place, complete Safeguarding Training (Leadership and Domestic Abuse Awareness) and renew their DBS check every three years prior to being relicensed.

MORE INFORMATION

trurodiocese.org.uk/resources/ministry/lay-ministry-readers/readers/

Contact our Licensed Ministry Officer, Dr John Ievins: by emailing john.ievins@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING LAY MINISTRY

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 established

Ragresoryon yn Kernow - the Pioneer Network of Cornwall, and we seek to encourage, equip and enable lay and ordained pioneers in their calling.

The Pioneer Network Facilitator, Lindsey Morgan-Lundie also supports deaneries and parishes to explore how they might become more pioneering in their outlook and mission.

The Church Mission Society (CMS) Certificate in Pioneer Mission

is run in partnership with Bath & Wells and Salisbury dioceses. The CMS Certificate is delivered over six weekends with six teaching sessions and a connecting session, with 12 small group sessions to support learning happening between the weekends.

Following satisfactory completion of the CMS Certificate, Local Lay



Pioneers are commissioned. One of our Commissioned Local Lay Pioneers is currently pursuing the route of Licenced Lay Pioneer through CMS.

Local Lay Pioneers and Licensed Lay Pioneers are required to have a current Working Agreement in place, complete Safeguarding Training (Leadership and Domestic Abuse Awareness) and renew their DBS check every three years prior to being recommissioned/ relicensed.

We are also working with CMS to support parishes in their work to become more outward facing in their approach.

MORE INFORMATION

trurodiocese.org.uk/resources/ministry/pioneering/
churchmissionsociety.org/pioneering-parishes

Contact our Pioneer Network Facilitator, Lindsey Morgan-Lundie by emailing lindsey.morgan-lundie@truro.anglican.org

ENCOURAGING, EQUIPPING & ENABLING LAY MINISTRY

SENS KERNEWEK - "CORNISH SAINTS LEADING LOCAL CHRISTIAN COMMUNITIES"

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.

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

Applications to attend Sens Kernewek must be supported by the Incumbent/Oversight Minister and the PCC.

Local Lay Leaders are required to have a current Working Agreement in place, complete Safeguarding Training (Leadership and Domestic Abuse Awareness) and renew their DBS check every three years prior to being recommissioned.

MORE INFORMATION

trurodiocese.org.uk/resources/ministry/sens-kernewek/

For a conversation about Sens Kernewek/Local Lay Leadership contact Head of Ministry, Isaac McNish
isaac.mcnish@truro.anglican.org

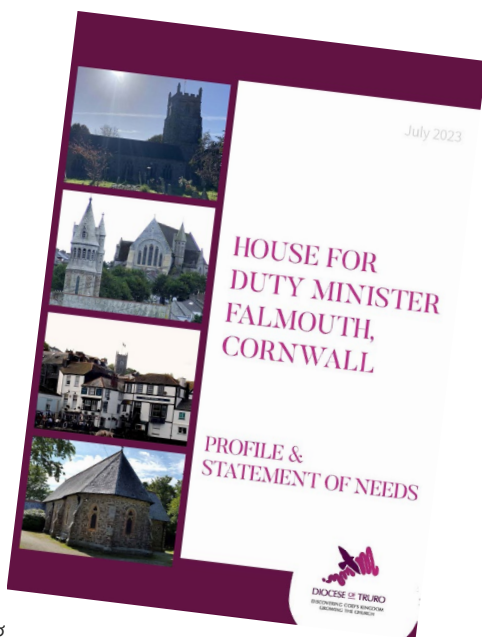
SUPPORT FOR PARISHES & DEANERIES

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

TRANSITIONS

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 (three 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 Transition Team to create the Parish Profile, the Statement of Needs, and the advertisement.

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 helping the



Representatives consider carefully their role within the recruitment process.

MORE INFORMATION

Contact Ministry and Parish Development Officer, Rebecca Evans by emailing rebecca.evans@truro.anglican.org

SUPPORT FOR PARISHES & DEANERIES

GENEROUS GIVING ADVISORS

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 and deaneries seeking to encourage generosity in a variety of ways including:

- supporting the implementation of contactless giving devices.
- supporting parishes with issues connected with digital giving.
- encouraging new parishes to join the Parish Giving Scheme,
- delivering talks and workshops on generosity, and
- supporting individual ministers in thinking about generosity.

MORE INFORMATION

trurodiocese.org.uk/resources/parish-facing-support/stewardship/

Contact our Generous Giving Advisors:

Christine Salaman Christine.Salaman@truro.anglican.org

Jenny Wreford Jenny.Wreford@truro.anglican.org

MEET THE FUNDERS

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 projects. In addition to the annual Meet the Funders event, several **Funding Workshops** have been held and support offered to individual parishes and deaneries.

MORE INFORMATION

trurodiocese.org.uk/resources/parish-facing-support/finance/funding-finance/meet-the-funders/

Contact our Ministry and Parish Development Officer, Rebecca Evans

Rebecca.Evans@truro.anglican.org

SUPPORT FOR PARISHES & DEANERIES

DEANERY LIAISON ADVOCATES

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 member of the Church House team 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.

MORE INFORMATION

trurodiocese.org.uk/resources/parish-facing-support/contact-the-dlas/

AWAY DAYS, VISION WORKSHOPS & DEANERY DEVELOPMENT

Away Days, Vision Workshops and Deanery Development Courses (e.g. Leading your Church into Growth) 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.

MORE INFORMATION

Contact our Ministry and Parish Development Officer, Rebecca Evans
Rebecca.Evans@truro.anglican.org

SUPPORT FOR PARISHES & DEANERIES

CHILDREN, YOUNG PEOPLE & FAMILIES

Our work on this will continue to be reactive rather than proactive until the new strategy is agreed. We provide advice to benefices wishing to set up new children's/youthwork.

With our ecumenical partners we organise days for (e.g.) **Prayer Spaces in Schools** and we support those parishes wanting to explore **Messy Church** and **Open the Book**. The pandemic has resulted in a number of Messy Churches moving outdoors and creating '**Muddy Church**' or '**Adventure Church**' with some parishes exploring **Outdoor/Forest Church**. The administration and training for these are now overseen by BRF and the Bible Society respectively, but the Ministry Team is always available to offer support and signposting.



MORE INFORMATION

Contact our Lay Ministry Development Officer, Sarah Welply by emailing sarah.welply@truro.anglican.org

SUPPORT FOR PARISHES & DEANERIES

DISCIPLESHIP

Each of us is called to be a disciple of Jesus Christ, to follow this call faithfully as individuals and in community with other Christians. We have a range of resources available

to support you in this. If you cannot find what you are looking for on our website, the Ministry Team is always available to offer help.

MORE INFORMATION

trurodiocese.org.uk/resources/ministry/discipleship/
Email: discipleship@truro.anglican.org

MINISTRY LIBRARY

We have a good selection of books on a wide variety of ministry-related subjects.

You can search our books on the diocesan website and if you see

something you would like to read, either drop into the diocesan offices to pick it up (it's a good idea to check first that it is available) or we can post it to you. We take a selection of books to each Ministry event.

MORE INFORMATION

Search our library: trurodiocese.org.uk/resources/ministry/cmd/ministry-library/

Contact our Ministry Programmes Co-ordinator, Mel Pomery by emailing Melanie.Pomery@truro.anglican.org

THE VOCATIONS & MINISTRY TEAM

Isaac McNish	Head of Ministry
Revd Canon Jane Vaughan-Wilson	Diocesan Director of Ordinands & the Bishop's Adviser on Pastoral Care & Counselling
Rebecca Evans	Ministry Development & Inclusion Officer & DLA
John Ievins	Licensed Ministry Officer & Tutor for SWMTC
Jenny Wreford	Generous Giving Advisor & DLA
Lindsey Morgan-Lundie	Pioneer Network Facilitator
Mel Pomery	Ministry Programmes Co-ordinator & DLA
Lydia Remick	Lay Ministry Development Officer
Revd Canon Elly Sheard	IME Phase 2 Officer
Christine Salaman	Generous Giving Advisor
Sarah Welply	Lay Ministry Development Officer & DLA

The Vocations and Ministry Team is supported in our work by volunteers who give of 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!



**Lord help us to believe that we are
all ordinary people made extraordinary
through your vision and your power.
Take our insecurities and feelings of inadequacy,
and give us the courage to see ourselves
and others as you see us, with gifts and potential to
transform your world and build your Kingdom.
Amen**

THANK YOU ALL

If you can't find who to contact please email: ministry@truro.anglican.org

GET IN CONTACT

T 01872 274351

E info@truro.anglican.org

www.trurodiocese.org.uk

The Old Cathedral School,
Cathedral Close, Truro TR1 2FQ

