

2024

OVERSIGHT MINISTER

PROPOSED KIT HILL BENEFICE

PROFILE & STATEMENT OF NEEDS





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OUR ARCHDEACON

I am delighted to commend to you this exciting cluster of parishes in the Deanery of East Wivelshire, in east Cornwall.

In response to the Diocese of Truro's vision, The Saints' Way, the Deanery of East Wivelshire has been engaging in a process to seek and discern a fruitful and sustainable future under God. With a plan approved by deanery synod in June 2022 the deanery is embarking upon an exciting journey of implementation that is about the flourishing of churches and communities and about seeking the Kingdom of God in and for east Cornwall.

The deanery plan has recognised the difficulties faced by the Church over decades of decline and it has sought to respond with hope, faith and vision. Now the deanery has 'an air of spring about it' with a new team of stipendiary clergy taking shape and the impetus to identify, encourage and enable the ministry of the Body and raise up local leaders in various contexts and settings who can work with and under the leadership of Oversight Ministers.

The new role of Oversight Minister for this cluster of seven parishes is bold and visionary; there is plenty of potential and opportunities and there is realism about the hurdles faced. We are in the process of bringing together three parishes from one benefice and four from another to create a new mission-focused Kit Hill Benefice and a new approach to ministry; one that takes seriously the wealth of gifts and talents among the congregations and finds ways of serving better our communities within and across the traditional parish boundaries.

Inevitably, there is a degree of messiness as we continue along the route of pastoral reorganisation. In the first instance, until the new benefice becomes a reality, the new Oversight Minister will be licensed as the priest in charge of the benefice of the Callington Cluster and be licensed as Assistant Curate (known locally as Associate Priest) for the Tamar benefice in order for them to begin work with all of the parishes that will come under their care. Our aim is that the pastoral scheme will progress quickly and the minister will then become the first incumbent of the Kit Hill Benefice.

Whilst that process continues the ministry is unabated and there are lovely examples of where local lay leadership is already enabling new life within the parishes; these key leaders need support, encouragement and equipping to continue to minister in their context. The parishes also need an Oversight Minister who is able to identify and encourage the gifts and graces of future leaders as well, building a team

and discerning how best to deploy ministry across the cluster enabling the church to be present in each parish, creating a culture of collaboration and mutual support.

As with many predominantly rural contexts there are challenges in some areas be it numeric and financial fragility, resistance to change, or the health of governance structures where fewer people are able to take on significant roles. However, there is a sense in which these parishes are ready for a new season.

Might God be calling you to be the new priest for this emerging benefice, overseeing and enabling ministry in a range of contexts and locations, able to move between the dancefloor and the balcony? You will be someone able to rejoice in the communities under your care, love and encourage the people, give strong, sensitive and courageous leadership, enabling the people within and beyond the churches to find their place within the story and purposes of God.

Please get in touch if you would like to have an information conversation as part of your discernment process.

K Betteridge

THE VEN KELLY BETTERIDGE
ARCHDEACON OF RUDMIN



OUR BISHOP

In the Diocese of Truro we are deeply committed to following what we call The Saints' Way. We see ourselves as part of a story of the grace of God, made manifest in Cornwall, which stretches back many hundreds of years, possibly to the very earliest days of the christian faith. It's a story that calls us on into the future too, in loving mission, ministry and service.

As we follow The Saints' Way we will be deeply committed to Christ and to all that he calls us to be and to do; and to Cornwall, this very special place with its own particular culture, history and identity.

We can only follow that way faithfully if we see it as our corporate calling, as the body of Christ, mutually accountable to one another. So we encourage ministers of the gospel to come and join us here who are committed to setting the whole people of God free in their God-given calling, to make Christ known here in Cornwall, today.

So we seek clergy who are faithful in prayer and worship, and who are missional in imagination and heart; those with a pastoral passion for people and communities and their flourishing. We are looking for joyful and hopeful disciples and ambassadors of Christ: people who share the Gospel with energy and commitment, in word and in deed - and above all with love - and who enable the communities they lead to do the same.

We are looking, therefore, for people who, on this journey, are curious and realistic, creative and determined and are deeply hopeful of a better future. But we also want to work with those who recognise that they are not perfect and will sometimes fail, who learn from their mistakes and will take the initiative in seeking reconciliation with others.

We are convinced that all ministers need the support and companionship of others and we help priests in a number of ways so that they never work alone. In this spirit, we encourage those who can forge good relations with others, and actively collaborate with them for the sake of the Kingdom, to join us here in the Diocese of Truro.

I pray that as you consider this opportunity you might discern God's calling and purpose for you in this next chapter of your own discipleship, mission, ministry and service.



**THE RT REVD HUGH NELSON
BISHOP OF ST GERMANS**



THE DEANERY AND VISION

The Deanery of East Wivelshire is one of six in the Archdeaconry of Bodmin. It comprises 19 parishes, mainly small and rural in nature but with some larger villages/ small towns.

The parishes are grouped currently in six benefices; the deanery plan envisages three benefice groupings in future and pastoral reorganisation is underway to make that a reality.

Our new Rural Dean and Strategic Lead, Reverend Michael Johnson is now in place, joining Reverend Joanna Northey, our first Oversight Minister for the proposed Benefice of Rame and Rovers Churches. Revd Laura Bushell-Hawke has been appointed Oversight Minister for the proposed Saltash Area Benefice.

Deanery Synod commenced a new triennium in September 2023 with a new Lay Chair, and proposals to enhance its governance structure (Standing Committee and Strategic Sub Groups) so that it can fully support and engage with the Deanery Plan. There has been a growing level of understanding and engagement with the Deanery Plan from Deanery Synod as we move towards more collaborative models of ministry.

In November 2022 a Deanery Implementation Team (DIT) was established to begin the work of facilitating the implementation of our deanery plan (details below). The team was approved by Deanery Synod and has commenced work on 5 key workstreams to deliver the deanery plan. Now chaired by the Rural Dean and Strategic Lead, the team is accountable to both Deanery Synod and the Diocesan Board of Change and Renewal.

VISION

To present the Gospel of Jesus Christ in such a way that brings people to Christ, develops their faith, and transforms them into disciples with the confidence to go into the world and reach others for Christ, with some becoming mature and fruitful leaders.

Our work to create a deanery plan has led to the following priorities for mission:

- **TAKING FAITH SERIOUSLY**

We will strengthen our existing congregations through regular discipleship programmes, feeding them spiritually and encouraging their growth in the Lord. We will encourage daily prayer, reading and studying the Bible, both individually and in groups, and will be open to all ways of developing a deeper faith.

- **WORKING TOGETHER**

We will work in co-operation with congregations across the deanery, rejoicing in our variety of traditions and sharing our skills, gifts and resources thus recognising our need of each other so that we become a united Anglican presence in South East Cornwall.

- **COMMUNITY ENGAGEMENT**

We will reach out to our local community, sharing God's love and engaging with social action through Christians Against Poverty and by working with a range of organisations, agencies and groups including schools, colleges, health care providers and churches. In engaging with the wider community, we will be intentional in finding pathways to connect with faith, so that the Kingdom grows through our community engagement.

- **REACHING OUT TO FAMILIES**

We will reach out to families, young people, children and schools, offering a variety of activities such as accessible worship, classroom teaching and pastoral support. We recognise there is work to do in understanding better their needs and the opportunities available in order for us to more effectively meet people where they are.

OUR DEANERY PLAN

The vision of the Diocese of Truro is summed up in **The Saints' Way**. All the deaneries of the diocese have been engaged in a process called 'On the Way'; an opportunity and invitation to consult, listen, pray and discern over a six to eight month period that would lead to a plan for mission and ministry that is both fruitful and sustainable into the future.

The Deanery Plan for East Wivelshire was approved by deanery synod at the end of June 2022 by a 68% majority, each benefice represented in the voting.

You can access the **Deanery Plan** and **Annual Plan (2023)** [here](#).

Since then we have drawn together a Deanery Implementation Team to begin work on some of the priorities of the plan, recognising that this is a plan for the next 8- 10 years and that it will require significant culture shift within our deanery to make the dreams a reality.

We are currently in the "regroup to advance" stage of our plan and that includes these 5 areas of focus:

- **PASTORAL REORGANISATION SCHEME**

This is happening in two stages. The first, the proposal for the Benefice of Rame and Rivers Churches, has been signed off by the Bishop and is now with the Church Commissioners in preparation for public consultation. The second, the proposal for the Kit Hill Benefice and Saltash Area Benefice cannot be issued as a draft proposal until both incumbents (Oversight Minsters) have been appointed.

- **MINISTRY, WORSHIP & DISCIPLESHIP**

Development of this workstream will now be led by the Interim Rural Dean and Strategic Lead and the Leadership Team (as appointments are filled) working with the wider ministry team to explore how our resources for worship can be shared in the future. There is encouragement for our existing benefices to engage with Christian basics and discipleship courses and to develop other small group initiatives.

- **MISSION AND GROWTH PROJECTS**

The Deanery Implementation Team (DIT) is preparing to advertise the role of Interim Pioneer Minister – a three-year stipendiary post - to develop a pioneering team and

capacity within the deanery within the five-year mission funding available. This post will be part of the core Ministerial Leadership Team to ensure that the deanery is open to all mission and pioneering opportunities.

Working through an established CAP Debt Centre Manager at Liskeard we are using LICF funds to extend that provision across SE Cornwall. Our first Debt Coach is in place covering the southern postcodes (Torpoint area) and we need to recruit a second Debt Coach for the northern postcodes (Callington area) as the previous candidate unfortunately had to withdraw. The central benefice is served through a CAP Debt coach at Saltash Baptist Church and we need to strengthen the links to that provision.

The DIT decided to delay its appointment of three term-time schools chaplains (one per proposed benefice) to work with a diocesan initiative, but are hopeful that East Wivelshire will be selected as one of the first pilots, especially as our mission funding is in place.

- **GOVERNANCE, RESOURCING & OPERATIONS**

Recruitment for all of the posts within the Senior Leadership Team is underway, with the Rural Dean, Strategic Lead, and first Oversight Minister in post. The DIT has taken the opportunity of a new triennium for the Deanery Synod to make proposals for a more robust governance body – with the capacity to deliver this plan in the long term.

- **FINANCE & ESTATE STRATEGY**

One of the first tasks for the DIT was to review our Mission and Ministry Fund allocations to ensure that the Deanery could meet the budget for our Deanery Plan in 2023 and we are working closely with our new Treasurers Forum and Generous Giving Advisor to achieve financial sustainability. There has been significant progress in developing a greater culture of understanding and collaboration around the Mission & Ministry Fund amongst our parish treasurers, which we need to extend back into the respective PCCs.

OUR LEADERSHIP TEAM

Our vision for working together is best translated as ‘teamwork’, where, across parish and benefice boundaries, we share our skills, gifts and resources and recognise our need of each other.

The core of our clergy Deanery Leadership Team will comprise the Rural Dean & Strategic Lead, the Oversight Ministers from the parish clusters (that we hope will become the three new benefices) and the Pioneer Minister.

This team will work as part of and alongside the synodical governance structure of the deanery and with the Deanery Implementation Team whose focus is the implementation of our deanery plan. This role will work with the Change and Renewal Team to successfully implement the discerned plans. Each Deanery has a Project Support Officer from the Change and Renewal Team to help them in practical ways to progress their plans, and build local skills in project management for the future.

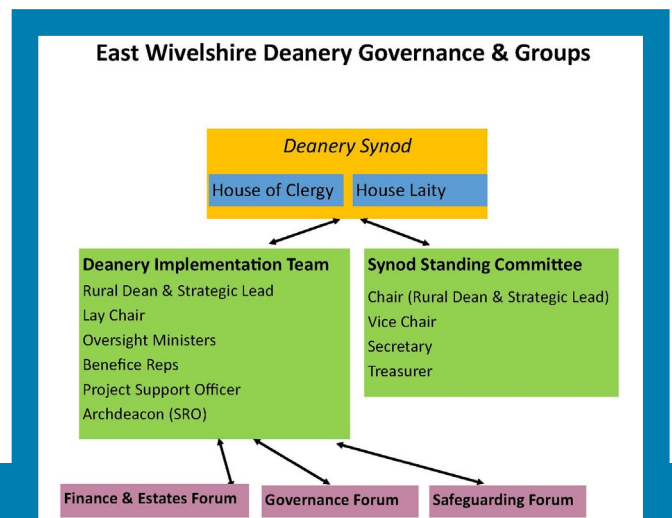
Clearly, leadership happens in a range of contexts and the wider team includes leaders, lay and ordained; we are keen to ensure that all leaders are part of the on-going mission and ministry of the deanery and feel included in the plan and valued for what they contribute.

We cannot overstate the importance of a team approach to leadership across the deanery and will be looking for a range of complementary skills, experience and interests as new appointments are made. Most importantly, we expect this team to lead by example.

The team ethos will extend to the newly appointed Schools Chaplains and Pioneer Minister and we have taken the decision to strengthen and extend the reach of the existing CAP Debt Advice Team operating from Liskeard, rather than set up something new in East Wivelshire.

Beyond that we need to look at bringing together and developing the teams necessary to develop our ministry, worship, discipleship, mission, governance and operations. It is only by working together that we can realise all the many skills and talents that will be necessary to deliver our Vision.

It is envisaged that the Rural Dean and Strategic Lead will enable and encourage collaborative leadership amongst the Oversight Ministers and oversight of ministry across the deanery including specific responsibility for the Schools Chaplains.





DEANERY MISSION & MINISTRY

MINISTRY TEAM

When the pastoral reorganisation and current recruitment processes are complete, our team will comprise:

- The Rural Dean & Strategic Lead
- 3 Oversight Ministers
- 3 Term-time School Chaplains
- 1 Pioneer Minister
- 1 House for Duty Priest

In addition we currently have:

- 16 Clergy with Permission to Officiate
- 18 LLM/Readers
- Approximately 60 commissioned Local Worship Leaders and Local Pastoral Ministers
- In addition a number of the above lay people have completed the Bishop's Sens Kernewek church leadership course and are commissioned as Local Church Leaders.

We also have practical project management support skills in the diocese from the Change and Renewal Team who lead on Change and Renewal across the diocese. This post will bring together the theological and cultural change required at a clerical and lay level alongside the work of implementation from the Change and Renewal Team.

CHURCH BUILDINGS

We have 32 church buildings within the deanery and two chapels; only two are not listed and many still lack basic facilities like toilets. However, they are much treasured heritage assets within their communities and loved by locals and tourists alike.

SERVICES & STYLES OF WORSHIP

There is a variation in service patterns in each of the existing benefices, ranging from holding a weekly Sunday Eucharist through to Morning Prayer, Cafe Church, Informal, Family and All Age worship. These services are both priest and lay led. Equally, some are able to offer regular weekday Eucharists in some of their churches, others are not.

Overall, there is a strong emphasis on Eucharistic worship. There are concerns about sustainability of some patterns of worship coupled with a desire to develop alternative expressions of worship alongside more traditional services. Clearly, some congregations are quite used to worshipping in a number of churches within their benefice, whereas others are more reluctant to join in worship with another church and in a building other than their own.



MISSION & OUTREACH

Our mission audit indicates that outreach activity currently falls into distinct categories; hospitality and wellbeing, children and families, outdoor activities, and discipleship courses. There is an acknowledgement that our approach is mainly 'attractional' and we want to take steps to become more missional and incarnational.

Hospitality is offered in the form of drop-in cafés / warm space (offering free food), breakfasts, community lunches, teas and a Christmas Day lunch.

Wellbeing includes a balance group (gentle exercises) to encourage one another.

Children and Families: Several parishes are involved with 'Open the Book', school assemblies, and six run 'Messy Church'. Three parishes have their own adult and toddler group, and several are involved in their local Foodbank. One parish has lay-led baptism preparation and one parish has recently started a youth group, mostly from former or current Messy Church members.

Outside activities range from an outdoor animal service, Forest Church, community vegetable plot, churchyard maintenance with local students, living churchyard, peace garden within a churchyard, organised walks, and offering a recycling collection point.

Discipleship: Five parishes either are, or have been involved in running Alpha courses, one is hoping to restart 'Beer and God' a discussion group based in the local pub and another runs regular 'Pub Theology' meetings. There are a small number of Home Groups restarting after the Covid lockdown. There are aspirations towards Discipleship Training.





OUR DEANERY AREA

East Wivelshire is in the far south-eastern corner of Cornwall, just across the River Tamar from the university city of Plymouth. The main towns are Callington in the North, Saltash the gateway to Cornwall in the centre and Torpoint in the South-East on the river Tamar with its chain ferry link to Plymouth and Devon. Bordered by Bodmin moor and the spectacular coastline of Whitsand Bay, large parts of the area are designated Areas of Natural Beauty (AONB) and Sites of Specific Scientific Interest (SSSI). There is a total population of approximately 52,049.

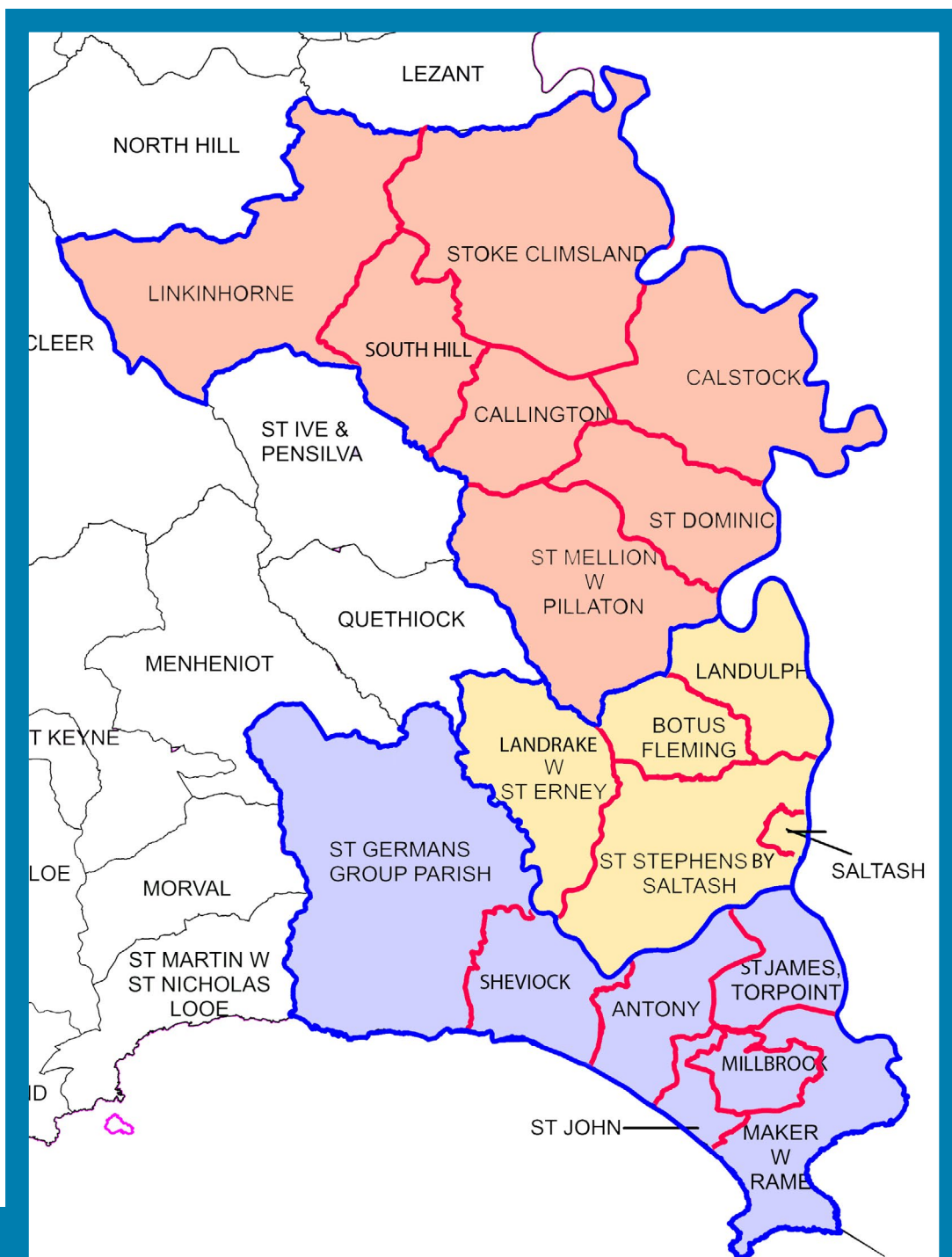
With good rail access to the rest of the country from stations at St Germans, Saltash and Plymouth, the main arterial road is the A38 heading west down into Cornwall. The A388 provides good access to Callington and the A374 to Torpoint, but many of our parishes are in a rural setting – narrow lanes and subject to delays with agricultural vehicles and holiday traffic. Public transport is limited to non-existent in some areas.

Agriculture, some limited fishing and boat building, food production, light industry, education and tourism provide the main employment within the Deanery, with many making the commute to Plymouth with larger employers being Derriford Hospital, the University of Plymouth, and the naval dockyard. The Royal Navy Training base is at HMS Raleigh in Torpoint and there is a large military community around this area.

The total percentage of the deanery population in income deprivation is estimated at around 10%, which broadly follows the population, so it is not just a problem for the more urban areas. Housing affordability is a particular problem within Cornwall and a recent report from the Institute of Cornish Studies' Social and Economic Research Unit concluded that "whilst there are variations in house prices and rents across postcodes, there are very few postcodes where there is no affordability crisis."

OUR PARISH CLUSTERS

The proposed pastoral re-organisation (underway) provides for three benefices of broadly similar sized populations for the Deanery of East Wivelshire, each combining a town and rural parish mix.



PROPOSED KIT HILL BENEFICE

Our vision as a Benefice is to be a nurturing, faithful and joyful community, which is both creative and brave, ready to inspire others prayerfully and lovingly

We will seek to achieve this by:

- offering a range of traditional and contemporary worship, using appropriate liturgy and medium, that includes and cares for the existing congregation and attracts the wider community,
- being a central, welcoming and relevant focus with an open and loving heart to provide outreach through Christ-like hospitality,
- delivering a range of bible-based teaching appropriate for different settings and enabling our discipleship to bring people to faith, being led by prayer,
- being a Church that engages with all ages, within the Church and the wider community; sharing the love and teaching of the Gospel in a nurturing and relevant way.

OUR NEW MINISTER

This role is an essential element of the deanery plan and the successful candidate must be committed to following the vision and supporting discipleship enabling us to:

- Present the Gospel in a way that brings people to faith;
- Develops faith and helps people to grow in their discipleship
- Identify, support and encourage mature and fruitful leaders.



OUR PARISHES

ST MARY'S, CALLINGTON

St Mary's, Callington is an evangelical church in the heart of the town. The Church has a strong missional approach with many members taking God's love to those outside of the building in pastoral and practical ways. There is a strong vision to embrace families and children's work.

We are a pioneering parish catering for the diverse needs of the community. We believe in providing hospitality, ministry and spiritual direction that is attractive to those unconnected in our community and those who are not familiar with church ways. To facilitate outreach we provide discipleship courses, Warm Space hospitality, a 'Fitness and Fun' group, homegroups and a quarterly Saturday Supper in church. We held a cream tea last summer which was well supported by the community. We created an Easter Experience within the church which was visited by the local primary school and incorporated prayer stations for Good Friday.

We have two competent Worship Leaders that cover most of our services and enable us to provide a worship service with both the traditional and a café church style approach at 10am on Sundays which incorporates a choir. There is also weekly prayer meeting.

We run a successful Christmas Fair and a Christmas Tree Festival. The local schools use our premises for concerts and carol services, we also welcome visiting choirs and orchestras.

We take an active role Churches Together in Callington along with the Methodist church, the Catholic Church, and The Mustard Seed Free Evangelical Church. We work together at the food bank and run 'Open The Book' as an ecumenical team at our local primary school every week. We would like to be doing something for young people in our community, but the work has not restarted since the pandemic. An area to develop!

There is a Cluster administrator who works for the Rector and PCCs of the Callington Cluster, they are based at Callington church but jointly funded by all the PCCs.

Although we meet in a historical building much has been done to make its use flexible and fit for purpose, with flat screens, sound system, a multipurpose room, and a café style area along with a kitchen and toilets. We believe in hospitality as being vitally important to our missional approach to growing God's Kingdom for the town.

Enjoying soup at the weekly pop-up café



OUR PARISHES

ST ANDREW'S, ALL SAINTS, ST ANNE'S, AND COTEHELE HOUSE CHAPEL, CALSTOCK

Calstock is a large, rural parish in the Tamar Valley Area of Outstanding Natural Beauty with a population of 6,650. Each village has its own personality and a strong sense of community, with an interesting mix of people and activities. It is a wonderful place to live and there is a gentler level of tourism here compared to much of Cornwall.

The population is centred around four villages, Calstock (742), Harrowbarrow (661), St Anne's Chapel (1155) and Gunnislake (2,350). According to the Church Urban Fund the parish is relatively deprived, but levels of poverty and relative affluence vary quite significantly across the area.

There are four primary schools in the parish and the church connects through special services and regular assemblies. An 'Open the Book' group is run jointly with the local Methodist churches. We are keen to develop further connections with the families we meet at these occasions, to develop better provision within our buildings to accommodate this, and to include them within our mission and ministry and hopefully into our church family.

Calstock Parish has three churches and a small chapel within the National Trust property of Cotehele House. In the summer months we hold a monthly BCP Communion, which is well attended, followed by excellent National Trust coffee. The parish church is a traditional medieval building set in what was once a Roman fort; excavations feature in this year's series of The Great British Dig.

Gunnislake and Harrowbarrow are both Victorian but are very different: Harrowbarrow is small and intimate and is ideal for hosting concerts, meetings, and other events as it has chairs not pews and a toilet and kitchen while Gunnislake is a large building which would lend itself to having screens as the Nave is stepped towards the Chancel giving an excellent view, here is also a hall and car park.

The parish has one PCC, but we work closely together with the other PCCs in the benefice. We have a part-time Benefice Administrator to support the Rector and PCCs.

Our ministry team is composed of seven LWLs, two Readers and four retired priests with PTO. We meet regularly with the



other parishes to plan our benefice rota. The Readers work across the whole benefice to support all the parishes. We also have a Pastoral Ministry Team and two thriving home groups, which we would love to expand into other areas.

Our services are traditional but not high church, and while our predominantly elderly congregation welcome Eucharistic services, they recognise the need to be flexible and support a variety of services.

We have a weekly service on Zoom with a regular congregation, which is especially valued by those who cannot travel or are isolated by distance or lack of transport. One of our biggest issues is the age profile of our congregations, most of whom are at least in their 60's, with many much older. We will need help supporting our elderly members whilst welcoming all ages into our churches with the provision that entails.

Our morning services are all at 10.00am. Our various congregations travel to all three churches, and it was felt one service time was to be less confusing, also it enabled the rector to be able to spend important time in fellowship after a service rather than rushing off to lead worship somewhere else.

We have a service of Evening Prayer or Evensong twice a month. We have a good organist and a pop-up choir for special services and although more classically inclined by training, we are all happy to tackle different genres of musical worship as fits the occasion.

Our usual morning congregation is 15-20 for Morning Praise and 25-35 for Communion, but with a recent increase in the number of services, numbers may have decreased at individual churches, but have shown an overall increase across the parish.

Our finances are on a better footing than some, but although the MMF contribution poses a heavy burden, we are fortunate to have some long-held investments and the income from a house adjacent to the parish church. We use the Parish Giving Scheme.

OUR PARISHES

ST MELOR'S, LINKINHORNE

St Melor's, Linkinhorne, is part of a combined parish along with Upton Cross (see next page).

THE CHURCH: St Melor's, Linkinhorne, is a rural moorland CofE Church using traditional hymn books, prayer books and service sheets (which we produce for special services). We seek to continue following our traditional churchmanship ritual: priest and lay readers are robed at all times; dog collars worn; facing east for the Creed; and using the sign of the cross for blessings and absolution.

In 2020 there were 1,570 souls in the parish of just over 12 sq.miles. (St Paul's is 2.5 miles south, and St Sampson's 1.3 miles east).

THE WORSHIP: Our normal congregation size varies between 13 and 25. Our festival services attract good sized congregations: Remembrance Sunday 157 (2018), 145 (2019) and 95 (2022); Nine Lessons and Carols 146 (2018), 96 (2019) and 90 (2022). Our services follow a traditional format but have room for new expressions of faith. The vast majority of our services are Lay led by our Readers (3) and/or LWL.

THE WORK: The annual Patronal Festival and Teddy Tumble is great fun and the Linkinhorne Scouts' attendance on Remembrance Sunday always ensures a full church. Twice a month we hold a choral evensong service that attracts a small, but growing number of worshippers from across the cluster and elsewhere. Visitors often comment on the heady mix of our warm welcome, spiritual atmosphere and the feeling of peace in our ancient and sacred Celtic building.

WE SEEK: We seek a priest who has a knowledge of an interest in, and a liking for, traditional churchmanship. The priest needs to be: spiritually mature; able to delegate; unafraid of meeting people; used to working in teams; a good listener and have a belief in Jesus.

We seek a priest who is also able to spend time alongside parishioners, visiting the sick, the dying and the bereaved. Whilst this may not always be possible to attain for an individual with responsibility for numerous parishes and churches, we seek someone who understands these



aspirations and would try to see them met as fully as possible.

WHAT ELSE DO WE DO: Most of the funerals in the parish are conducted by one of our Readers. Our Readers preach at other churches in the cluster. We support 'Open the Book' at the local school. We support the Linkinhorne Scouts, the cluster website and the cluster administrator. We have an operational Pastoral Team and an active Bell ringing tower. We are an outward looking church that needs help to grow. Our MMF is up to date and our accounts balanced.

We have a fully attended and operational PCC.

OUR PARISHES

ST PAUL'S, UPTON CROSS

St Paul's Upton Cross is part of a combined parish along with St Melor's (previous page).

'Christians Together' at Upton Cross and Rilla Mill was originally set up as an informal partnership between St Paul's at Upton Cross and Rilla Mill Methodists, but in reality, draws its congregation (fellowship) from a much broader range of Christian traditions and a wider geographical area. At St Paul's we are a small fellowship with between 15 and 20 meeting together each week. For many years a small group have met on a weekly basis in prayer for the needs of this Parish – this continued throughout COVID restrictions and continues today using Zoom. St Paul's has a Silver Eco Church Award.

We were blessed to be part of the Callington Cluster of Anglican churches and the Launceston Methodist Circuit. The latter continues to support us, even though their reduced membership meant a change in status. Thus we benefit from dual clergy oversight – although the majority of our services are lay led.

The Worship Services are held at St Paul's Church, Upton Cross (a small mission church building with a warm and intimate atmosphere), but in the past have been held on a monthly basis at Rilla Mill Village Hall where we shared fellowship and worship, combined with a breakfast in a Meet and Eat (Cafe Church) style.

Services are informal and leadership of the monthly communion service alternates between Anglican and Methodist clergy. However, communion-by-extension has been authorised and two members of the lay team of St Paul's are trained to preside. The Worship Leaders at St Paul's consists of one reader and four Local Worship Leaders who meet regularly to eat together, pray together, and review and plan our worship together. This is a great time of fellowship and an opportunity to look forward.

All services at St Paul's are followed by refreshments in the adjacent Crosslink Centre which has a kitchen, toilet and large comfy meeting room.

In October 2021 we started a new All-Age Service which



aims to engage all ages in a new style of interactive, modern worship whilst preserving, and including, a familiar service structure. This now attracts a family on a regular basis and is very popular with the congregation. The family Crib and Christingle Service, held on Christmas Eve, is extremely popular with families and in 2022 we saw numbers return to 75+ in the congregation, of whom 30 were children and some have now joined on a regular basis.

Our other two monthly services are Informal Worship services. On a month when there is a fifth Sunday the congregation enjoy the Cluster Service which is held in different churches across the cluster throughout the year.

Once a month, on the 3rd Sunday of the month in the afternoon, a Messy Church is held at Rilla Mill Retreat Centre – this is proving to be very popular with many families.

The congregation is actively encouraged to partake in both Cluster and Circuit initiatives with the leadership at St Paul's taking a significant role in teaching, preaching, serving the wider church.

We recognise our responsibility to reach out to our community in Jesus' name and do this through a weekly, very successful and popular, 'Drop in Café' during term time, held at Linkinhorne Parish Hall, and 'Open the Book' at Upton Cross Primary School every other week. The school 'family' is very appreciative of this support. We have also led an 'Experience Christmas' day for the school, as well as lead a packed Harvest Festival Service for the children of the school and their parents.

In conjunction with St Melor's, the parish church of Linkinhorne, we have a strong Pastoral Team which offers home visits to anyone in the parish and visit the local care home for the elderly.

We are an informal, creative, loving gathering, not taking ourselves too seriously, but we are serious about our faith in and service for Jesus. We are not afraid to try something new in our worship.

OUR PARISHES

ST SAMPSON'S SOUTH HILL

St Sampson's Church serves about 200 households in the rural parish of South Hill. The site of the church has been a place of Christian worship since the sixth century and, while we are working to make our medieval building more suitable for 21st century worship and community activities, it holds true to its Celtic heritage and retains an awesome sense of stillness and peace.

We are a vibrant church family, whose members care for each other and the place where we live and worship. We aim to soak the parish in prayer and be always open and obedient to the promptings of the Holy Spirit. We have a commissioned lay leader who supports all the church work.

Our worship team plan and lead our weekly services, which are somewhat traditional with a contemporary twist. Once a month we have a very informal worship service, often on the lines of café or forest church and we also have one-off services such as messy church and other free expression worship. Since COVID we have increased our regular attendance level to greater than pre-COVID levels.

We are an eco-church and belong to the creation care network. St Sampson's grounds are managed as a living churchyard in our deep rural location and the ethos of caring for God's creation is embedded in all that we do.

The 'St Sampson's Unlocked' restoration and improvement work is primarily a mission project, aimed at bringing new people into the church, both through being able to have a wider worship offering and by making the building available for community use. Our isolated rural parish has no facilities other than a parish hall, which is busy and oversubscribed. Our research demonstrates that extra community space is urgently needed to help address problems of loneliness and social exclusion. The parish is amongst the lowest 40% of deprived neighbourhoods nationally (IMD 2015 figures). Figures from the Co-Op's Community Wellbeing Index average 47 against a national average of 52.

The project itself has already increased our presence, as well as increasing our congregation, and has built strong

new links with the community, and further afield, through interest in bats, bells and heritage. We have connections with most of the groups and organisations in South Hill parish. Our outreach toddler group Sampson's Supertots is thriving.

All that we do is underpinned by prayer. A group meets weekly to pray blessings on the parish and we believe that we are seeing the fruits of this within our church and parish.

Our Mission Statement is: *Reach Out, Welcome In, Tell the Story*. Our vision is that St Sampson's will be an accessible Christian presence in our 21st century community, drawing people in and enabling them to experience the grace of Jesus Christ, the love of God and the fellowship of the Holy Spirit.



OUR PARISHES

ST DOMINICK & HALTON QUAY, ST DOMINICK

VISION

Our vision is for the parish church and the love of God to be relevant and central to the lives of the people of this parish. We encourage a growing relationship with people of all ages through outreach opportunities in the community and offering different forms of service. We are open to effective ideas for mission to help us grow.

St Dominick parish is situated in south east Cornwall, with much of the parish within the Tamar Valley AONB. Mainly owner occupied or long-term rental homes, with residents working outside the village or in agriculture. There is a vibrant C of E primary school, where the incumbent has taken assemblies, and who actively use the church for significant services. We have a wide range of ages within this parish from families to retired people. There's a Methodist Church - with whom we have a good relationship. There is also a well-used village hall, community shop, pub, football pitch and children's play park.

Our church, of St. Dominica and St. Dominic, is Grade 1 listed and is a Celtic Quiet Place, in good structural order with seating for approximately 150 and wheelchair access. We have a new audio-visual system with three screens and facilities for streaming. Within the churchyard we have the original 18th century village school (Grade 2) now used as a meeting room, which includes a kitchen and toilet facilities. We have a car park for 30+ cars adjacent to our recently extended churchyard. At Halton Quay, by the river Tamar, is St Indract's chapel, seating 14, where we hold a monthly Celtic-style service - which in the summer is held outside on the grass.

SERVICES

The current ministry team is made up of a worship leader and access to a number of PTOs and LLMs, some of whom take specific services for us on a regular rota. There are 53 on the electoral role and we hold two Sunday services a month in the parish church. A



Common Worship Communion Service (attended by 20 – 30), a Contemporary Celtic Worship (15 plus). There is also a monthly mid-week communion service and the service at Halton Quay.

Our Remembrance Day service is well attended by the parish with the memorial being inside the church. Our joyful Christingle fills the building. Other special services, like the ecumenical Carol Service and the Jubilee Celebration, were also well supported by people from the village who are not regular attenders.

Other Church activities are – an active and thriving tower bell ringing team, as well as handbell ringers, a regular home group and a free weekly Baby and Toddler group. We hold a well supported harvest supper in aid of The Children's Society, and a long standing, and popular Craft Fair in aid of church funds. The Friends of St Dominick Church organise other social fund-raising events for special projects in the church.

PCC AND FINANCES

The PCC meets every two months and in recent years we have met our full MMF.

OUR PARISHES

ST MELANUS, ST MELLION & ST ODULPH, PILLATON

St Mellion (PL12 6RG) is a small village on the A388 between Callington and Saltash. The parish church, which is dedicated to St. Melanus, dates from the 14th century and is next to the village C of E primary school. The St Mellion International Golf & Country Club is situated in the parish.

Pillaton church, St Odulph (PL12 6QS) was dedicated in 1259 and remodelled in the 14thC & 15thC. It sits alongside the Weary Friar Inn and opposite the village hall. The village has a mix of retired people and families. The parish population is approx. 856, mainly situated in Pillaton village, and there are 57 on the parish electoral roll. Pillaton church is at present embarking on an internal re-ordering to give more space and add a toilet & kitchen. Both churches have a sound system with St Mellion having a loop.

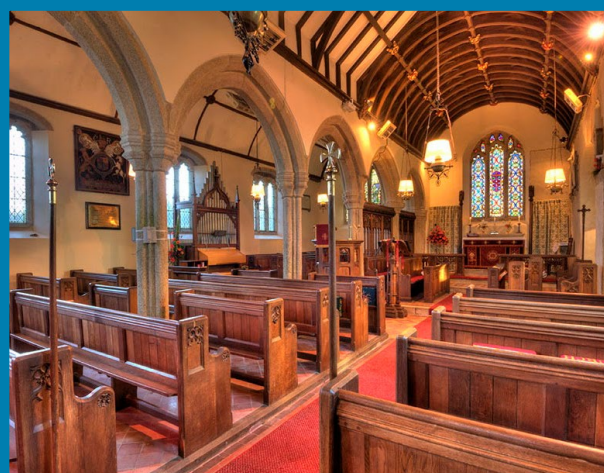
Both churches are now part of the county wide network of rural churches, Celtic Quiet Places; and Pillaton's new graveyard is designated as a living graveyard.

SERVICES

The congregations of both churches are at the upper end of the age range and will usually attend whichever church has a service. Both churches have one Communion and one lay-led Morning Praise each month, with the occasional Matins, and each has a mid-week Communion once a month. The average attendance is in the 15 – 25 range on Sunday and 8 – 12 on the midweek service. The Family Service at Pillaton is becoming more child friendly, and there is a small, but very tuneful, church choir.

After the September Harvest service, we have an auction with all proceeds going to St Petrocs.

We had a very successful Christingle in 2022, the first such service for some years. There is a pet service in October. The Toy Service before Christmas is always popular, with Father Christmas in attendance who collects gifts, which are then given to disadvantaged children.



Both churches have good relationships with the community, with a Pillaton Church Friends group recently being set up. Links continue between St Mellion church and school.

The parish is served by a retired priest, and three Readers from within the benefice.

COMMUNITY

We had a concert from Christian folk and bluegrass musicians autumn 2022. Both churches had fantastic displays celebrating the Queen's Jubilee, and Pillaton also had its second Christmas Tree Festival, all well-attended by the community. The extremely popular Cherry Feast returned in 2023 after a break for covid. Last November we ran a very successful soup kitchen and collection of clothing etc. in aid of St Petrocs. The tower bellringers ring for services, weddings, funerals and many special occasions, and there is a close link between Pillaton church and the Weary Friar Inn; (after all, they are our neighbours!)

OUR PARISHES

STOKE CLIMSLAND

Stoke Climsland is a welcoming and active rural community situated in the Tamar Valley. The rectory sits next to the church in the centre of the village. Amenities include a Post Office/stores, sports club, parish hall, community hall (the old primary school), play area and an active primary school together with a sports ground. The village also serves the adjacent Duchy College which is important to the local economy.

Local area stats reveal that we rank 4,691 out of 12,382, where number 1 is the most deprived parish. The church plays an important role in the community, providing a range of services both inside and outside, and activities for most age groups. The building itself is a 13th century church in need of some repair, but a new chancel with underfloor heating has recently been completed and a faculty has been granted to convert the nave into a large flexible space for the whole community with upgraded facilities. The church can seat up to 250 people and is usually full for annual services and concerts.

The worship at Stoke Climsland Church is low Anglican and largely modern, with services led by local worship leaders and the rector. The church has a very active Family Service (21 adults, 11 children) and monthly Messy Church (14 families), as well as a Remembering God Sunday afternoon Service for older people and those with learning difficulties (15), plus an Informal evening communion service, which draws people from across the cluster (25). The music is led by a talented worship group, including an excellent pianist/organist. The church also has a thriving 8am Service for more formal worship and a weekly prayer group.

The church is involved in many aspects of Stoke Climsland life, reaching out to the community and building close relationships with many. The church is active in the primary school, providing weekly Open the Book sessions (200 children and six staff). There is a weekly Adult and Toddler Group, WOW (21 families). A Hot Chocolate Club has recently begun at the request of local teenagers, a demographic we find hard to reach.



There is also a popular weekly Pop-Up Café. The church has a community choir (35), and hosts some weddings, funerals, and other events (two weddings and eight funerals 2022). Duchy students help in the churchyard. The church is also involved in a current project for a garden of peace and events planned to bring the church family and community together.

In summary, Stoke Climsland Church aims to further the message of Christ by bringing His love to as many people as possible, being His hands and feet. The church provides many opportunities for involvement, but only a limited number carry out this work. The church seeks to win young families to Christ while also caring for those who are no longer able to participate but remain faithful in prayer.

Communion is taken to three residential homes by two local pastoral team members on a monthly basis. One member of the Church has been accepted to train as an Anna Chaplain

THE LOCAL AREA



The proposed Kit Hill Benefice lies in South East Cornwall, just over the Devon/Cornwall border, with all the benefits this stunning area has to offer, yet only two hours by car from Bristol and an hour from the M5 in an area of outstanding natural beauty.

The proposed benefice brings together seven parishes containing 13 church buildings which are located in small hamlets and villages in addition to the town of Callington, these are seven different parishes spread across a relatively large geographical area.

Callington serves as the main town with a post office, shops, food outlets, a secondary school serving young people up to 18 and a library. The town is some 15 miles from Plymouth via either a bridge or 24 miles via ferry, where many commute for education and employment.

There is a strong sense of community within the parishes which is reflected in the range of clubs, activities and

community events that take place. These range from bands, choirs, amateur dramatics, U3A, gig rowing, a regatta, jazz festival, an annual bikers show, a highly regarded arts centre, which attracts international players, plus all the regular activities held in the many village halls for their local residents.

Agriculture, some fishing, tourism, boat building and food production are the main sources of employment. The area is a delightful one in which to live and bring up children, abounding as it is in beautiful scenery, local heritage, wildlife, and flora. It attracts many families to put down roots here, and although we have some tourism, we are not overwhelmed with second homes, while like most of Cornwall affordable housing is problematic in the area. Although the bus service is reasonable, it can be almost non-existent in some of the more rural areas.



SCHOOLS

School	Type	Number of roll	Ofsted
Callington Community College	Secondary	869	Good (Jan '23)
Callington Primary School	Primary	389	Good (Jan '22)
Calstock Community Primary School	Primary	85	Good (Jan '22)
Delaware Primary Academy	Primary	146	Good (Sept '18)
Gunnislake Primary Academy	Primary	40	Good (Sept '18)
Harrowbarrow School	Primary	104	Requires improvement (Feb '20)
St Dominic C of E Primary School	Primary	87	Good
St Mellion C of E Primary School	Primary	30	Good
Stoke Climsland School	Primary	192	Good (Nov '22)
Delaware Pre-School	Early Years	42	Good (Sept 17)
Ducklings Pre-School	Early Years	24	Good (Sept '18)
Harrowbarrow & Metherell Pre-School	Early Years	16	Good (Nov '18)
Little Pickles	Early Years	34	Good (Dec '22)
Tamar Valley Pre-School	Early Years	24	Outstanding (Jan '19)
Wyld Thyngz Forest School Kindergarten	Early Years	10	Good (Nov '21)
Duchy College	Tertiary	1200	
Lowen School (Independent special school)	Primary/ Secondary	7	
Upton Cross Academy	Early Years/ Primary	95	Good (March '20)

(*) Data from: get-information-schools.service.gov.uk and reports.ofsted.gov.uk

THE ROLE OF THE OVERSIGHT MINISTER

The nature of Oversight Ministry is the essential strategy in the delivery of this exciting Deanery plan, to achieve fruitfulness and sustainability. This is not simply a traditional parish priest role with a lot of churches. It will require prayerful and sensitive strategies to help parishes transition to a “new model” of ministry.

Oversight Ministry is not to be interpreted as “hands off” or “administrative management”. We are looking for a priest who genuinely embraces the opportunity to identify the gifts and talents in others and has the skills and ability to develop those gifts appropriately, enabling people to find their place in serving God. However, they will be equally visible through their own ministry.

We are looking for candidates who will relish working with colleagues within the Deanery Leadership Team to develop a culture of collaboration and respect. In particular, to focus on working with teams of ordained and lay ministers to ensure that the ministry of the proposed new benefice is truly parochial, reaching out to those for whom the church is currently absent or irrelevant.

The successful candidate must be committed to:

- Leading a community of communities
- Equipping all the saints for the mission of God
- Enable a culture of practical and missional service
- Be faithful in prayer and worship.

Within the Diocese of Truro we run a programme of Accompanied Ministry Development (AMD). The aim of AMD is: ‘to encourage, bless and challenge the People of God as we discover God’s Kingdom and grow the Church’. Cohorts of clergy and their parishes meet over a period of 12 – 18 months to discern God’s plans for their future ministry and mission. One of our current themes is Oversight Ministry to help equip clergy and parishes to be fruitful and sustainable in this model of ministry.

SUPPORT & WELLBEING

We recognise that this and most clergy roles are demanding. Providing support and caring for your wellbeing is important to us. There is a commitment at senior level and the organisation generally to:

- ensure that, at a strategic level, clergy wellbeing is explicitly referenced, and embedded in, all projects and work,
- it is adequately resourced and funded; and
- that we champion clergy wellbeing, challenge unsupportive behaviours and attitudes, and lead by example.

The diocese has a Clergy Wellbeing Group, with the aim of embedding the principles of the Covenant for Clergy Care and Wellbeing into the day-to-day policies and practices of the diocese.

The group has agreed an action plan based on the themes and actions recommended in the booklet “How Clergy Thrive” by Liz Graveling and the useful resources guides that accompany it.

The diocese offers:

- occupational health and other confidential support services;
- a new pastoral supervision scheme
- a page on the Diocese website dedicated to clergy wellbeing with resources and information;
- regular wellbeing articles, tips, and information in our clergy newsletter - Ministry Matters;
- workshops for PCCs to discuss clergy wellbeing boundaries/expectations, and a plan to run more
- encouragement to clergy to report sick absence, offering to support them more effectively when they are ill including more frequent OH referrals;
- a revised MDR process to include (among other things) questions encouraging clergy to reflect on their physical, emotional and spiritual wellbeing.

EXPENSES

Travel and other agreed expenses will be met by the Parochial Church Councils within the benefices.

QUALITIES WE SEEK

	ESSENTIAL	DESIRABLE
EXPERIENCE KNOWLEDGE & SKILLS	Experience of oversight and focal/local ministry patterns and an understanding of how to enable it.	Experience of ministry in a rural multi-parish benefice.
	A leader, able to inspire, teach, excite and support the parish team, providing care and support for lay leaders.	
	A good communicator and organiser, able to manage, and organise teams at a variety of levels	
	Experience of being part of a team ministry	Experience of leading a team ministry
	Willingness and ability to travel across the benefice or deanery as the needs of the role require.	Full UK driving licence and access to own transport
	Understands the nature of deep rural and town ministry, recognising the differences between them	Experience of ministering in deep rural and town situations
	An understanding of and commitment to good safeguarding practice, equality, diversity and inclusion; Able to embed good practice in the life of the parishes, seeking to protect the most vulnerable in our communities.	
	Understanding of the role of health and safety in ministry.	
	Experience in leading change management and implementation	
	Excellent time management skills and an ability to prioritise tasks	
	A visionary thinker able to empathetically help us further implement the deanery plan in our parishes	
	IT proficient, for example with Microsoft Office, email etc	Understanding of, and able to use, social media
	PERSONAL QUALITIES	A deep and compelling Christian faith. A commitment to personal prayer and spiritual growth.
Open to new ideas and encouraging ministry in others, recognising that people can come to faith in different ways, both traditional and modern		Experience of growing faith in others in a variety of ways
Able to relate well to people, to be a good listener and engage with both the congregation and community with a commitment to the cure of souls wherever they are in their faith journey		
Have a strong vision for the inclusion and growth of families in the Church		

THE VICARAGE

OAKLANDS HOUSE, ALBASTON, GUNNISLAKE, PL18 9EZ

Oaklands House is a detached property, located in the village of Albaston, Nr Gunnislake.

Accessed by a driveway just off a small road. The property has gardens on all sides.

On the ground floor: Entrance hall with WC, hallway leads to a study, with shelving. Off the hallway is a sitting room with side door leading to the rear garden, an open fire place.

There is separate dining room, with patio doors opening out on to the patio and garden; and a spacious kitchen diner, with integrated dishwasher, double electric oven and fridge freezer. The patio doors lead out on to the paved area. A separate utility room with sink, and space



for appliances and a side door for access to the garden and garage. There are large storage cupboards under the stairs.

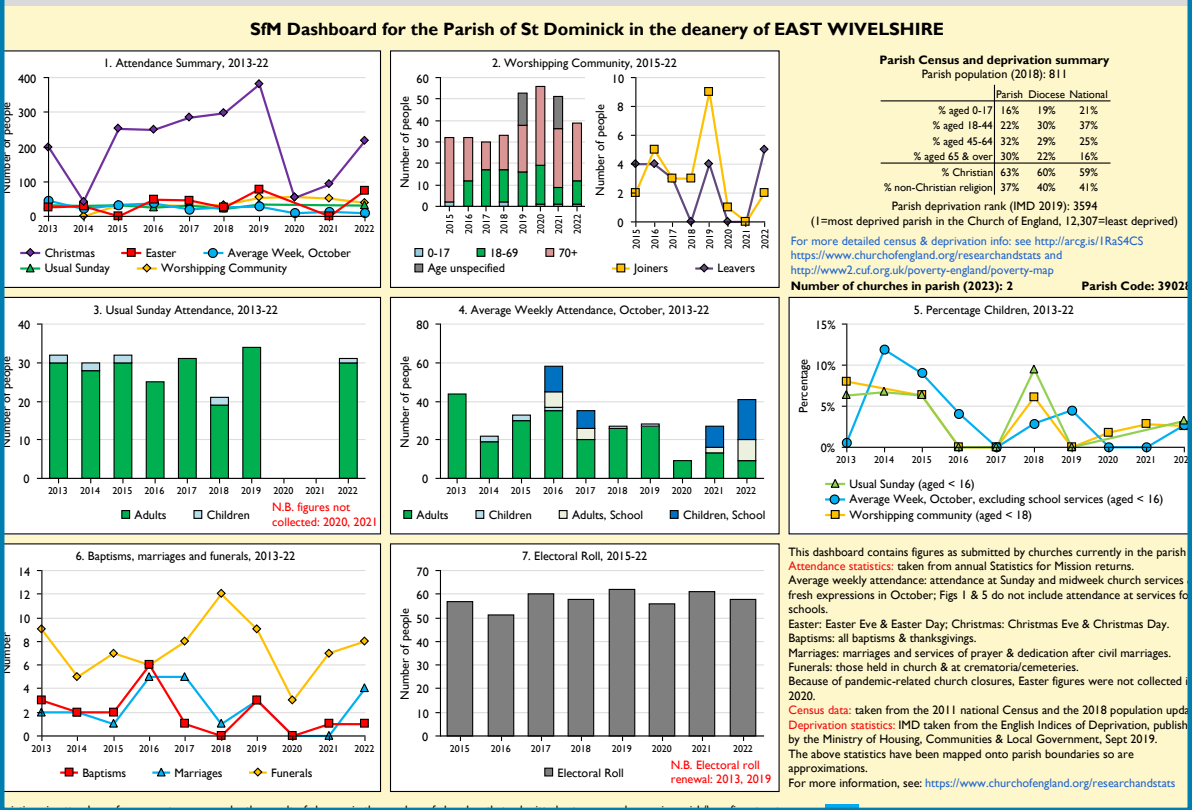
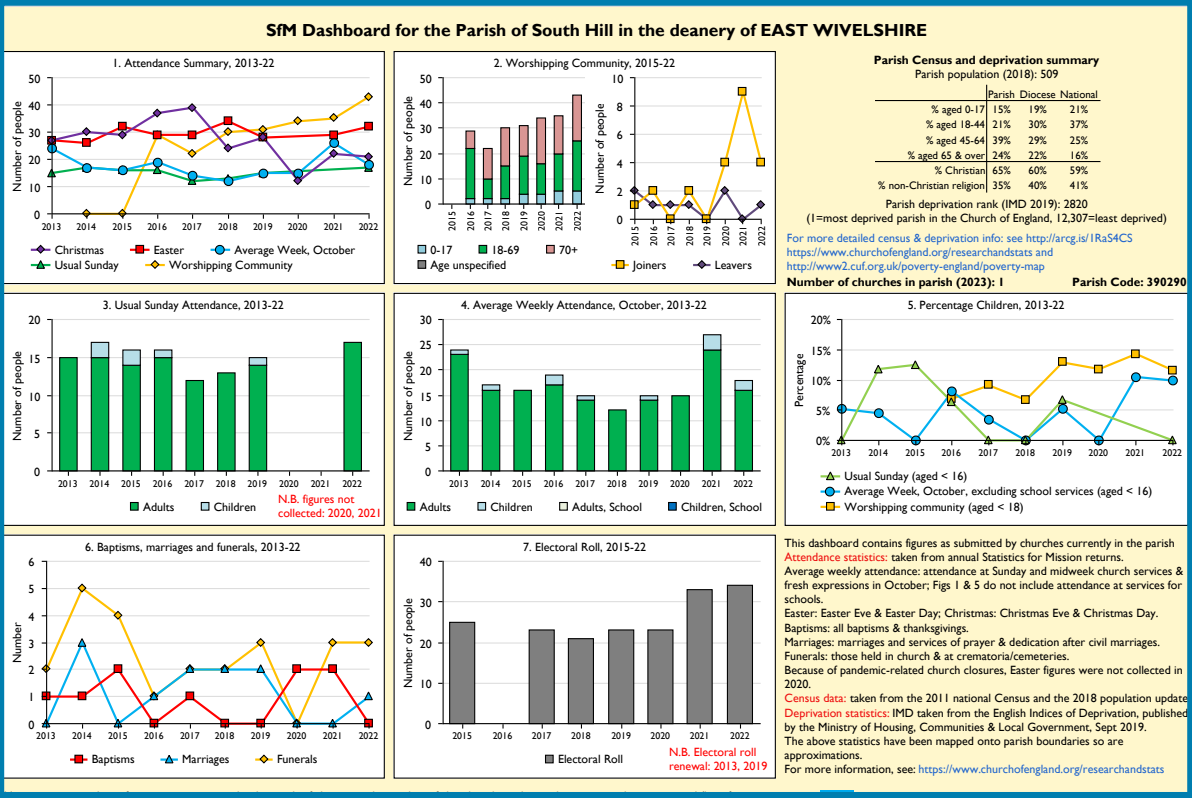
On the first floor: 4 double bedrooms. Two family bathrooms, one with a walk in shower and one with a bath and overhead shower.

Outside: The front garden is mainly given to parking, with a large separate double garage. The rear garden has a raised paving area, with steps leading down to a grassed lawn.

Heating: The Rectory benefits from solar panels, which contribute to heating the large hot water tank. The mains heating is run by Air Source Heat Pump (electric) and the lounge has an open fire place.

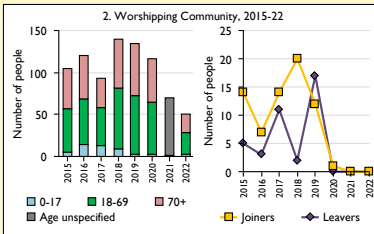
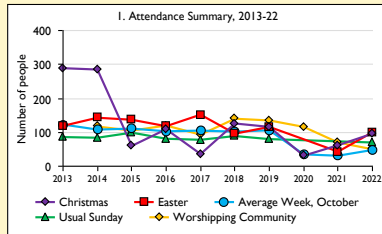


OUR STATISTICS



OUR STATISTICS

SfM Dashboard for the Parish of Callington in the deanery of EAST WIVELSHIRE



Parish Census and deprivation summary

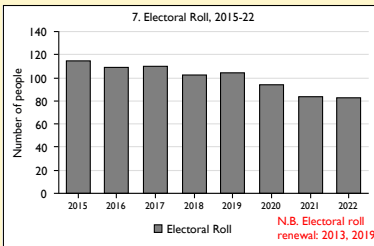
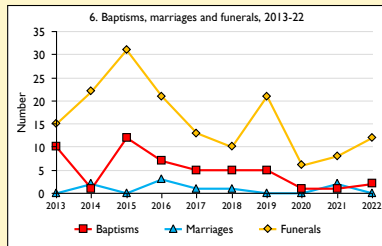
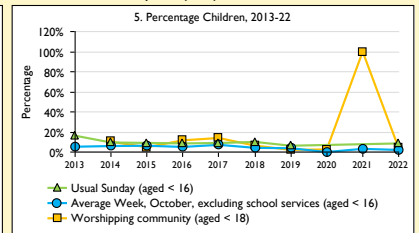
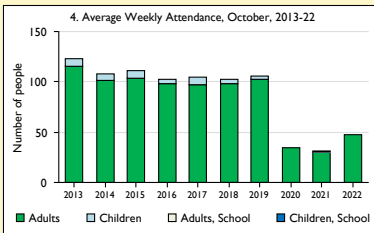
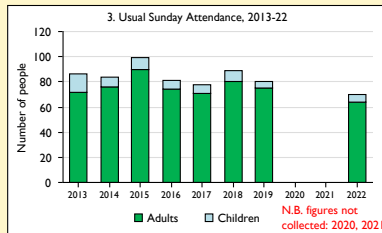
Parish population (2018): 5241

	Parish	Diocese	National
% aged 0-17	21%	19%	21%
% aged 18-44	31%	30%	37%
% aged 45-64	28%	29%	25%
% aged 65 & over	20%	22%	16%
% Christian	62%	60%	59%
% non-Christian religion	38%	40%	41%

Parish deprivation rank (IMD 2019): 3062
(1=most deprived parish in the Church of England, 12,307=least deprived)

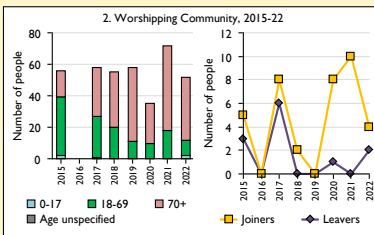
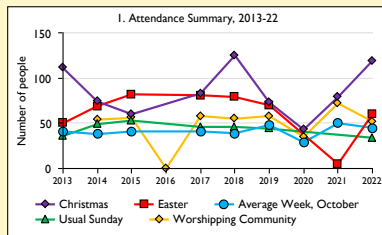
For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 1 Parish Code: 390269



This dashboard contains figures as submitted by churches currently in the parish
Attendance statistics: taken from annual Statistics for Mission returns.
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.
Baptisms: all baptisms & thanksgivings.
Marriages: marriages and services of prayer & dedication after civil marriages.
Funerals: those held in church & at crematoria/cemeteries.
 Because of pandemic-related church closures, Easter figures were not collected in 2020.
Census data: taken from the 2011 national Census and the 2018 population update.
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.
 The above statistics have been mapped onto parish boundaries so are approximations.
 For more information, see: <https://www.churchofengland.org/researchandstats>

SfM Dashboard for the Parish of Linkinhorne in the deanery of EAST WIVELSHIRE



Parish Census and deprivation summary

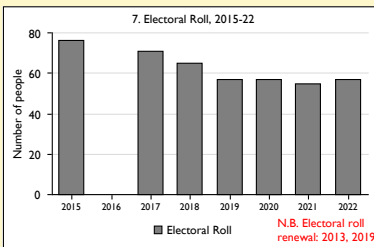
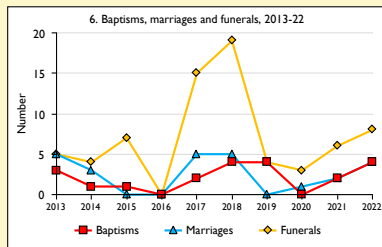
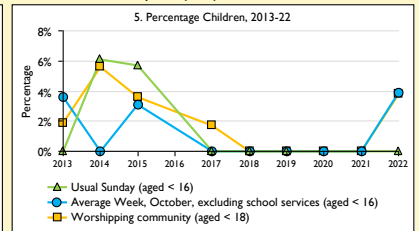
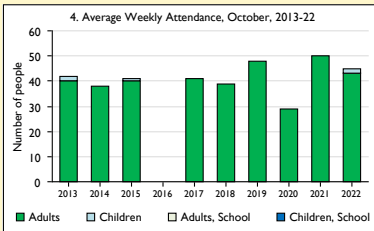
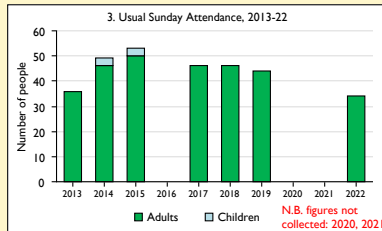
Parish population (2018): 1568

	Parish	Diocese	National
% aged 0-17	18%	19%	21%
% aged 18-44	25%	30%	37%
% aged 45-64	36%	29%	25%
% aged 65 & over	21%	22%	16%
% Christian	57%	60%	59%
% non-Christian religion	43%	40%	41%

Parish deprivation rank (IMD 2019): 2820
(1=most deprived parish in the Church of England, 12,307=least deprived)

For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 2 Parish Code: 390304



This dashboard contains figures as submitted by churches currently in the parish
Attendance statistics: taken from annual Statistics for Mission returns.
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.
Baptisms: all baptisms & thanksgivings.
Marriages: marriages and services of prayer & dedication after civil marriages.
Funerals: those held in church & at crematoria/cemeteries.
 Because of pandemic-related church closures, Easter figures were not collected in 2020.
Census data: taken from the 2011 national Census and the 2018 population update.
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.
 The above statistics have been mapped onto parish boundaries so are approximations.
 For more information, see: <https://www.churchofengland.org/researchandstats>

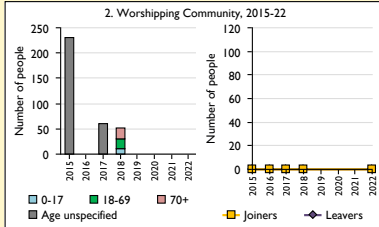
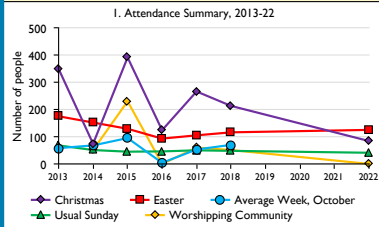
Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.
 Number of churches included in returns: 2013 2;2014 2;2015 2;2016 1;2017 2;2018 2;2019 2;2020 2;2021 2;2022 2.
 Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 15/11/2023.

Follow us on Twitter: @cfeStats



OUR STATISTICS

SfM Dashboard for the Parish of Stoke Climsland in the deanery of EAST WIVELSHIRE



Parish Census and deprivation summary

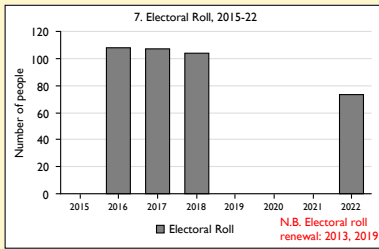
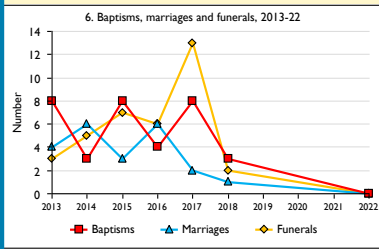
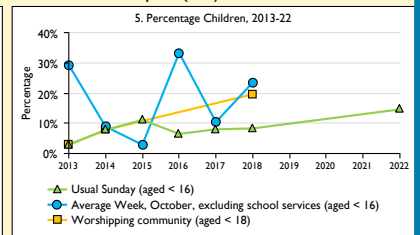
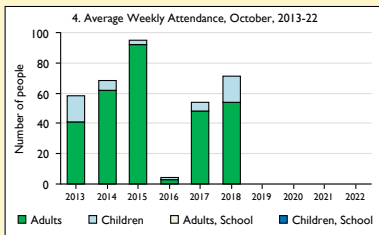
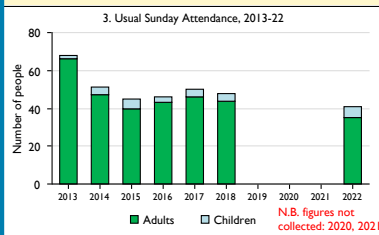
Parish population (2018): 2425

	Parish	Diocese	National
% aged 0-17	22%	19%	21%
% aged 18-44	28%	30%	37%
% aged 45-64	33%	29%	25%
% aged 65 & over	17%	22%	16%
% Christian	61%	60%	59%
% non-Christian religion	40%	40%	41%

Parish deprivation rank (IMD 2019): 4645
(1=most deprived parish in the Church of England, 12,307=least deprived)

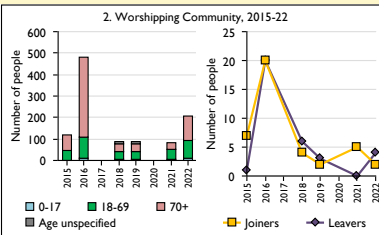
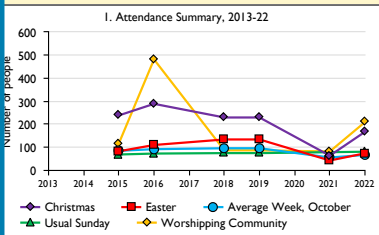
For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 1 Parish Code: 390239



This dashboard contains figures as submitted by churches currently in the parish. Attendance statistics: taken from annual Statistics for Mission returns. Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools. Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day. Baptisms: all baptisms & thanksgivings. Marriages: marriages and services of prayer & dedication after civil marriages. Funerals: those held in church & at crematoria/cemeteries. Because of pandemic-related church closures, Easter figures were not collected in 2020. Census data: taken from the 2011 national Census and the 2018 population update. Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019. The above statistics have been mapped onto parish boundaries so are approximations. For more information, see: <https://www.churchofengland.org/researchandstats>

SfM Dashboard for the Parish of Calstock in the deanery of EAST WIVELSHIRE



Parish Census and deprivation summary

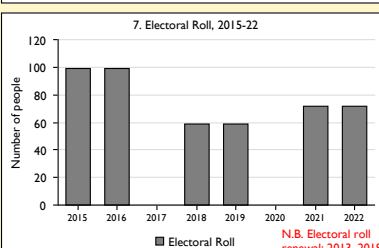
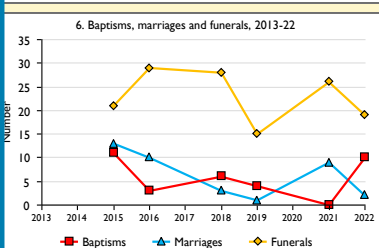
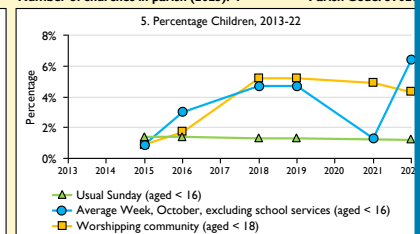
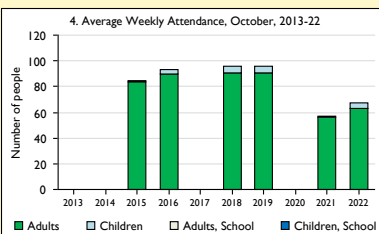
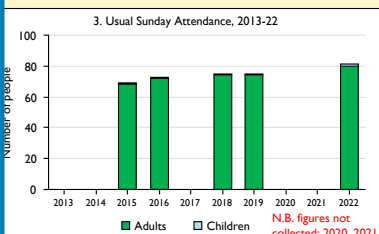
Parish population (2018): 6341

	Parish	Diocese	National
% aged 0-17	19%	19%	21%
% aged 18-44	23%	30%	37%
% aged 45-64	35%	29%	25%
% aged 65 & over	23%	22%	16%
% Christian	58%	60%	59%
% non-Christian religion	42%	40%	41%

Parish deprivation rank (IMD 2019): 4191
(1=most deprived parish in the Church of England, 12,307=least deprived)

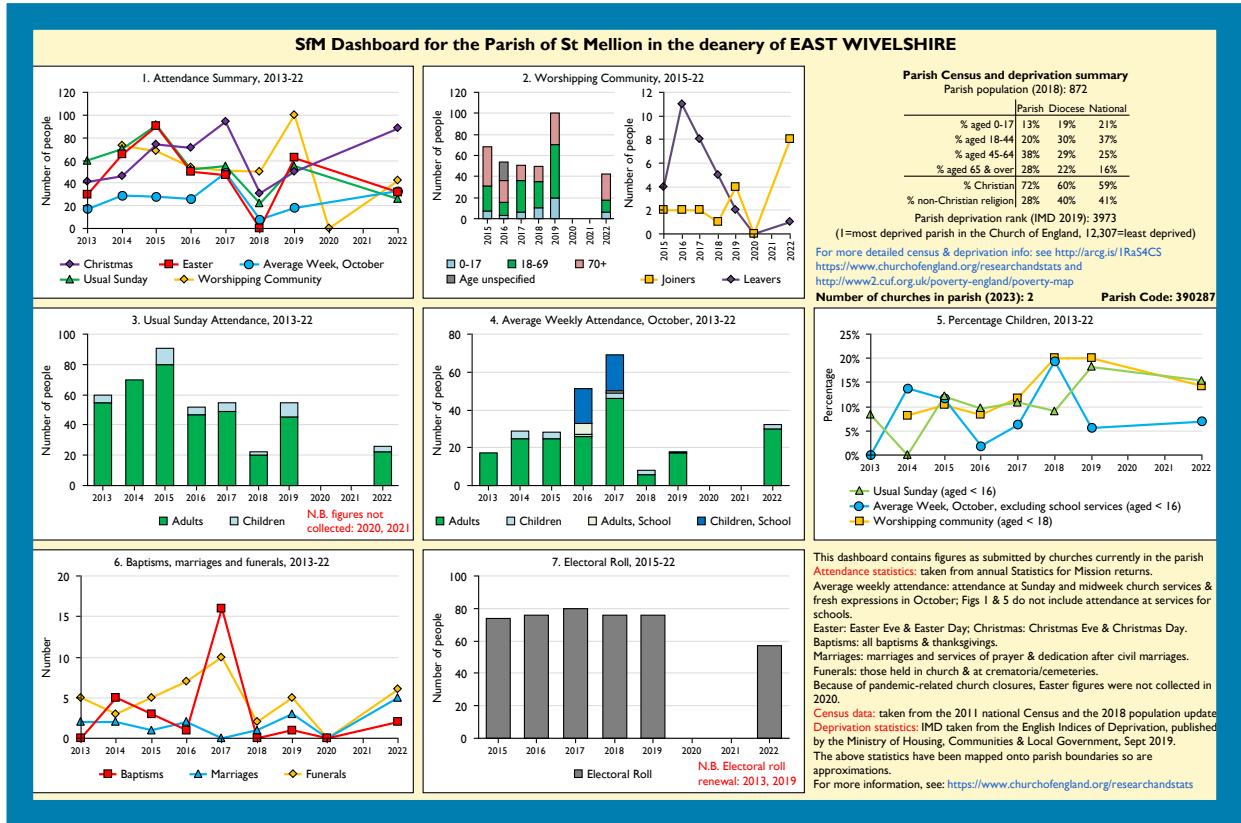
For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 4 Parish Code: 39022



This dashboard contains figures as submitted by churches currently in the parish. Attendance statistics: taken from annual Statistics for Mission returns. Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools. Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day. Baptisms: all baptisms & thanksgivings. Marriages: marriages and services of prayer & dedication after civil marriages. Funerals: those held in church & at crematoria/cemeteries. Because of pandemic-related church closures, Easter figures were not collected in 2020. Census data: taken from the 2011 national Census and the 2018 population update. Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019. The above statistics have been mapped onto parish boundaries so are approximations. For more information, see: <https://www.churchofengland.org/researchandstats>

OUR STATISTICS



OUR FINANCIAL INFORMATION

At this stage, you would probably expect to see a table with the MMF call and MMF paid, and the number of churches who paid 100%, 75%, 50% etc. The truth – the Deanery hasn't met its total MMF call for over a decade as the payments never managed to catch up with the ministry costs. In short, the system was broken.

Therefore, in November 2022 facing a massive MMF shortfall, the Deanery Implementation Team brought all the Parish Treasurers together and asked a simple question, “what would they actually be able to pay by the end of the year?” And at the same time took the time to explain what the MMF paid for – and would pay for in this coming year. We also explained that if we could demonstrate our confidence in meeting the MMF call for 2023 this would release the much-needed LICF and Mission Funds to help us grow.

The result? In 2022 the MMF paid was £294,483 and whilst only 76% of the original call, more importantly this was higher than the reduced MMF call for 2023. This then released the £60,000 of LICF Funding and £70,000 of Mission funding enabling us to proceed with the recruitment of CAP Debt Centre Coaches, a Pioneer Minister and three term-time School Chaplains.

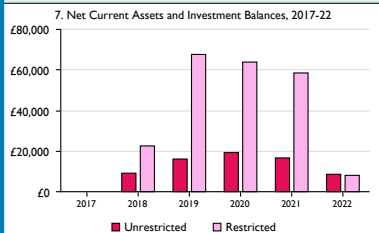
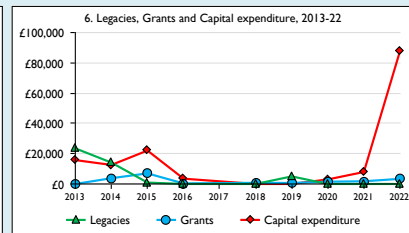
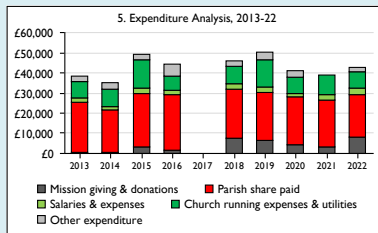
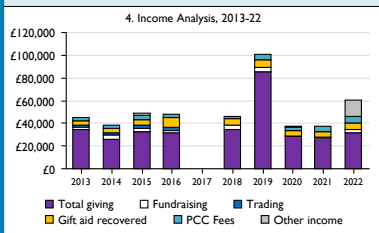
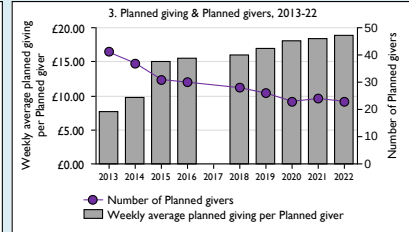
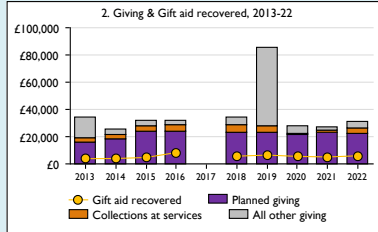
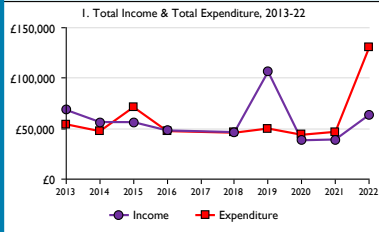
We then went on to allocate the MMF for 2023 on an affordability basis, setting some parameters that no parish would pay more than 60% of its Unrestricted Income and for smaller parishes, no more than 50%. We were left with only four parishes who faced an increase in MMF allocation and have worked closely with them - and encouraged others - to achieve their MMF call for 2023.

We are not looking for our Rural Dean – or indeed our Oversight Ministers – to be accountants, but to actively support our Treasurers and help them to work together as a team – from the novice to the experienced accountant - to help deliver a sustainable financial future for our deanery.



OUR FINANCIAL STATISTICS

Finance Dashboard for the Parish of Stoke Climsland in the deanery of EAST WIVELSHIRE



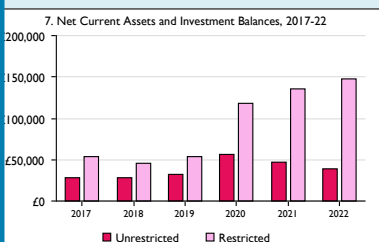
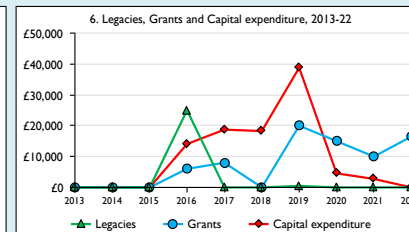
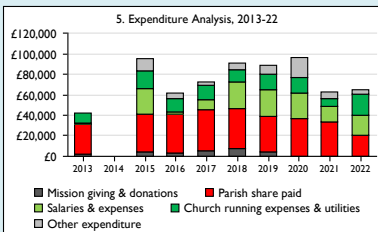
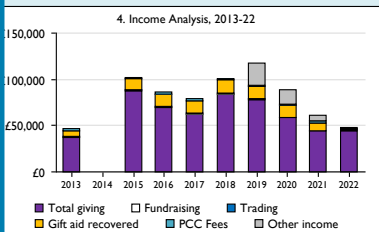
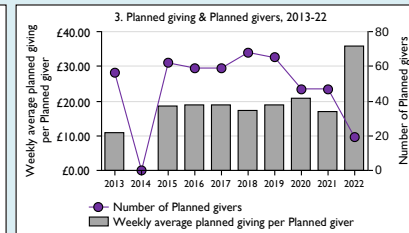
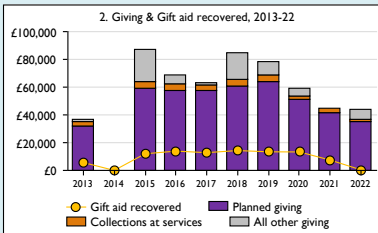
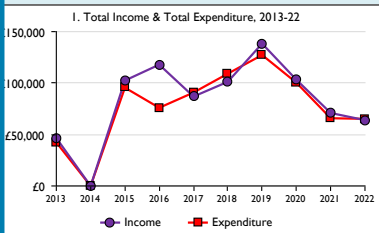
Weekly average planned giving per planned giver (2022)
Parish: £18.86
Diocese: £11.08

Number of churches in parish (2023): 1
Parish code: 390239

Notes & definitions

This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.
Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.
Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.
Graph 4 shows income other than grants and legacies.
Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.
Graph 4: **Other income** = Dividends, interest, income from property + Any other income.
Graph 5 shows expenditure other than capital expenditure.
Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.
Graph 5: **Running expenses & utilities** also includes governance costs.
Graphs 1-6: Unrestricted and Restricted amounts have been combined.
For further definitions please see the guidance notes attached to the Return of Parish Finance:

Finance Dashboard for the Parish of Callington in the deanery of EAST WIVELSHIRE



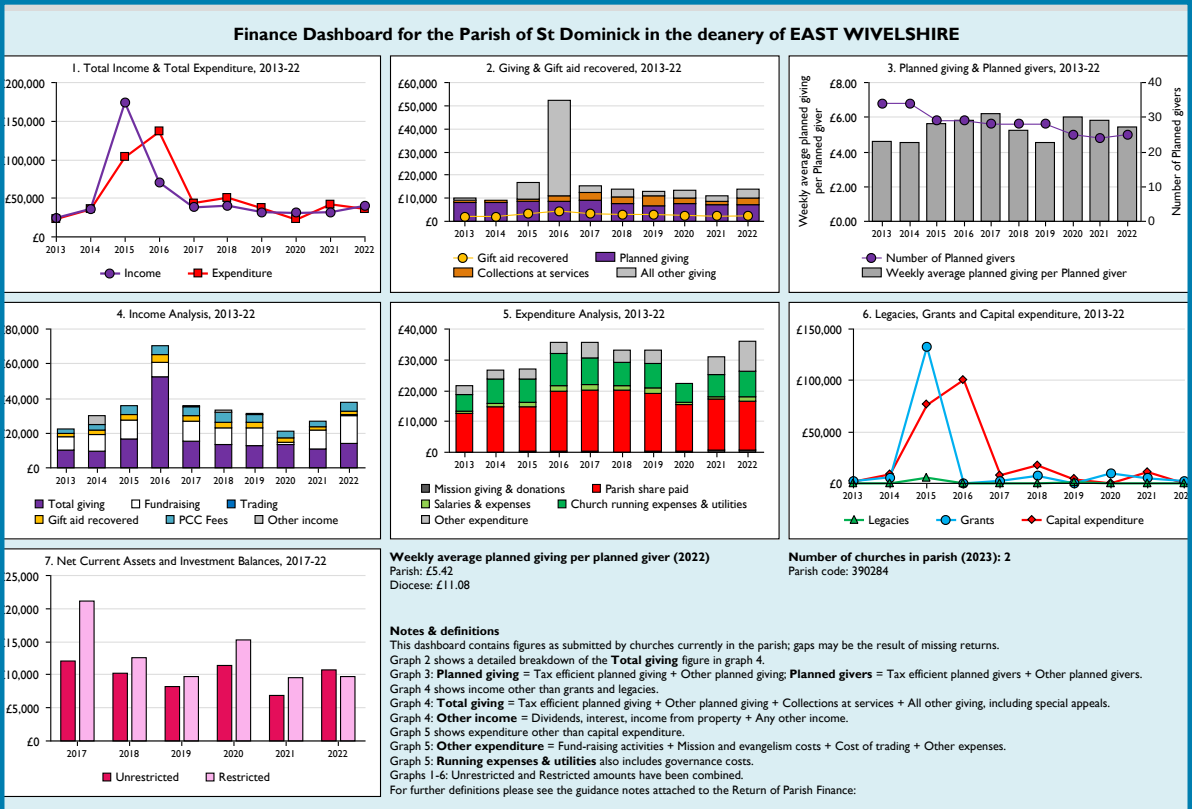
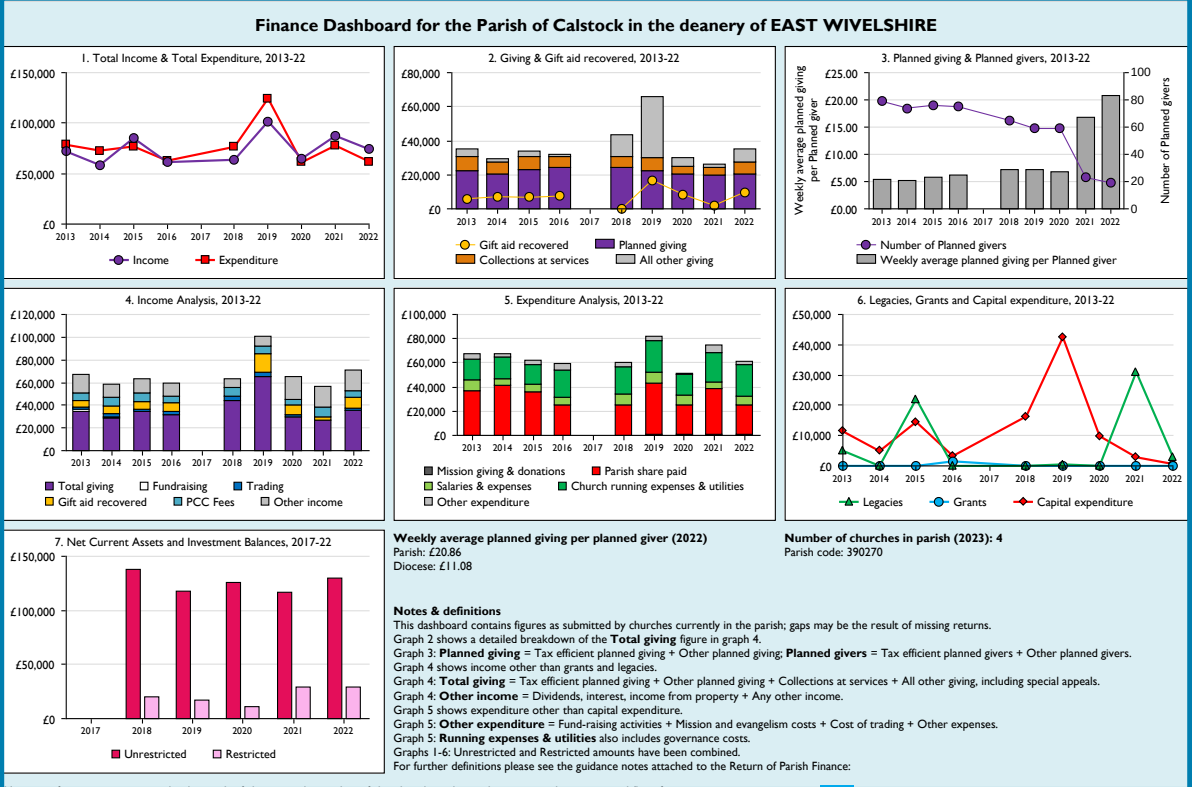
Weekly average planned giving per planned giver (2022)
Parish: £35.78
Diocese: £11.08

Number of churches in parish (2023): 1
Parish code: 390269

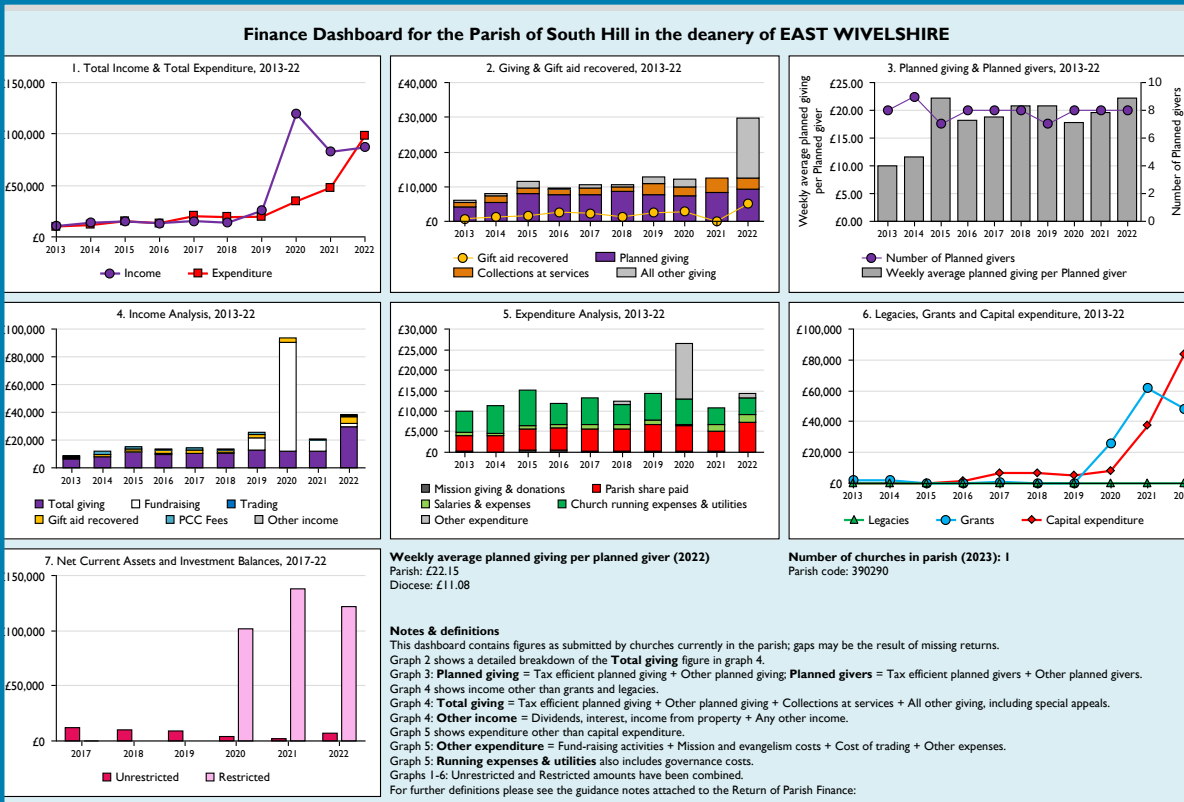
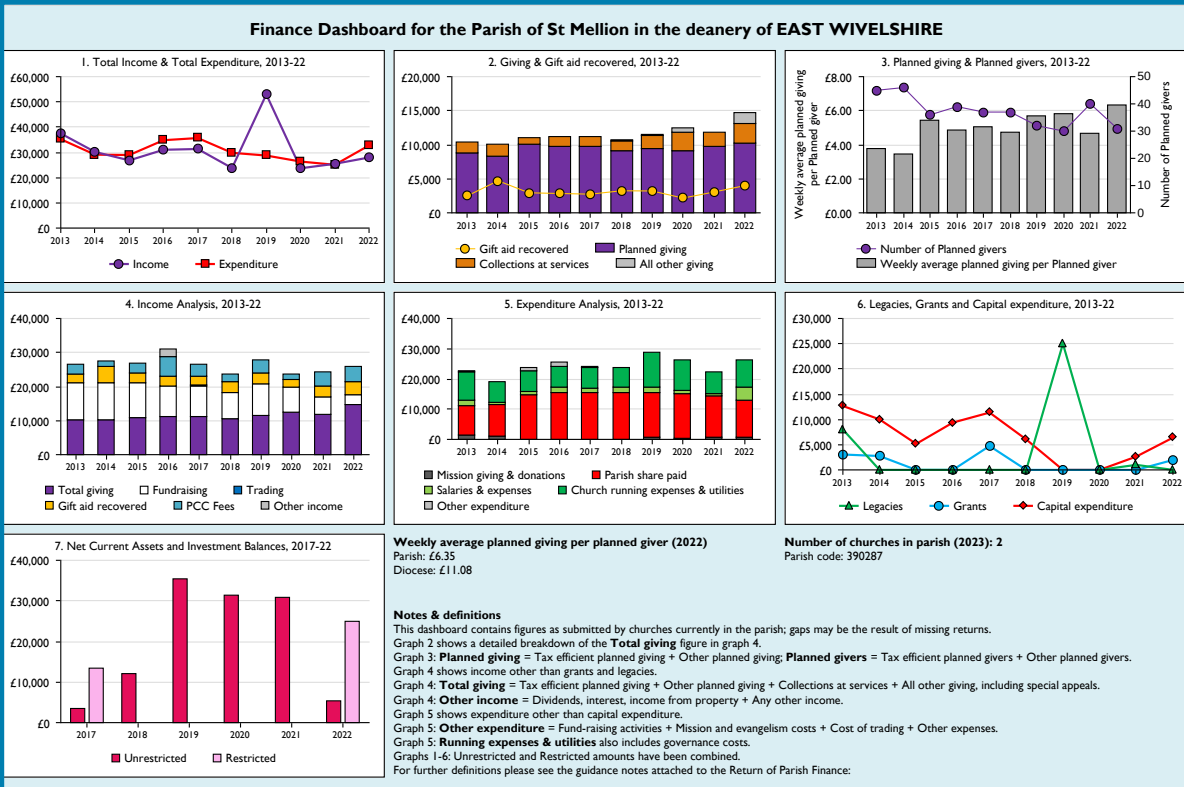
Notes & definitions

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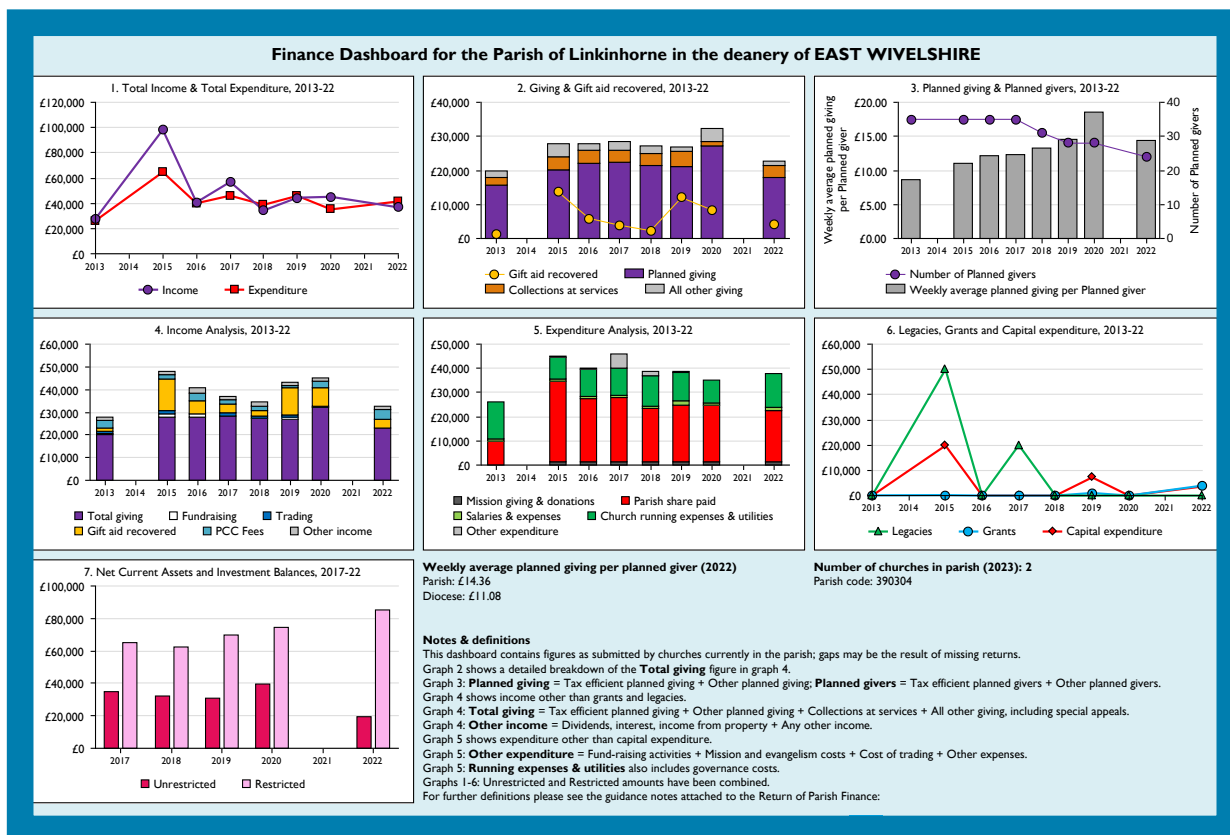
OUR FINANCIAL STATISTICS



OUR FINANCIAL STATISTICS



OUR FINANCIAL STATISTICS



PARISH GIVING

Alternative giving mechanisms have been on the radar, particularly since the pandemic, with the Paris Giving Scheme also coming to the fore. PGS is now used by four of the parishes, who have seen a significant year on year financial increase since its inception here. 2023 saw another 25% increase overall in spite of stagnant donor numbers so there is great opportunity to increase regular giving through this means.

The 2023 National Digital rollout made a positive impact, with two churches receiving subsidised contactless devices, another purchasing their own and a fourth already in operation. Those without devices are open to explore QR codes and online giving as alternatives, while South Hill have invested in their connectivity to enable them to borrow a device on occasions.

Working with the Generous Giving Advisor, Callington have sought to embrace generosity as an intentional discipleship response, initially through the medium of a FIKA (exploring generosity workshop) and Sunday talks. There is a willingness to build on this work and potential to replicate it elsewhere as the relationship between generosity and funding mission is understood.



	2019	2020	2021	2022	2023
NO. OF GIVERS	14	22	30	33	32
AWG	£6.72	£9.05	£11.11	£11.37	£14.37
TOTAL INCL. GIFT AID	£5,342	£8,235	£16,233	£19,986	£25,098
% INCOME CHANGE FROM LAST YEAR	N/A	54	97.1	23.1	25.6

SAFEGUARDING

These parishes recognise that the care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church.

Everyone who participates in the life of the Church has a role to play in promoting a Safer Church for all.

Our approach ensures that we promote **The Church of England safeguarding policy** statement based on five standards. The five standards aim to cover the breadth of safeguarding activity in the Church.

- **Standard One:** Culture, Leadership and Capacity
- **Standard Two:** Prevention
- **Standard Three:** Recognising, Assessing and Managing Risk
- **Standard Four:** Victims and Survivors

- **Standard Five:** Learning, Supervision and Support.

Our policies, procedures and approach meet those requirements and guidance as issued by the Diocesan Safeguarding Team.

THE FIVE STANDARDS

- STANDARD ONE Culture, Leadership and Capacity**
Church bodies have safe and healthy cultures, effective leadership, resourcing and scrutiny arrangements necessary to deliver high quality safeguarding practices and outcomes.
- STANDARD TWO Prevention**
Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.
- STANDARD THREE Recognising, Assessing and Managing Risk**
Risk assessments, safety plans and associated processes are of a high quality and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.
- STANDARD FOUR Victims and Survivors**
Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.
- STANDARD FIVE Learning, Supervision and Support**
All those engaged in safeguarding related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.

MORE INFORMATION

If you would like to find out more about this post, please contact Archdeacon Kelly Betteridge for an informal chat.
E archdeacons@truro.anglican.org

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