



The Loud Fence exhibition in Truro Cathedral, with each ribbon posting a message of solidarity to those affected by abuse



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INTRODUCTION THE COMMUNITIES THE CHURCH St Michael's Mount during a pilgrimage

THE BISHOP OF TRURO

We are praying confidently for a new Bishop of Truro. Our new bishop will come to a diocese that is excited about its future, a diocese of faithfulness and hope, a diocese where we have spent time discerning strategic aims and creating plans for fruitfulness and sustainability. We are looking for caring, listening leadership to help us make those plans come true while building us up in the body of Christ.

There is an opportunity here for the right person to be a bishop for all of Cornwall, the Isles of Scilly and our two parishes in Devon. **Bringing hope to the lost, joy to those living in poverty, and Jesus to those who need to know him.** Our new bishop will need to listen well to discern meaning and promote understanding with the many and sometimes contradictory demands made on them by individuals and groups.

THE CHURCH

We are proud of our ancient Christian heritage. This is the land that saw Celtic saints proclaiming the Gospel long before St Augustine arrived in Canterbury. We honour that deep rooted history; the faithful traditions of parish ministry are still valued here. Growing in and from that heritage we respond to the opportunities and challenges of ministry in a rural, sparse, often isolated diocese.

There are many examples of faithful pioneering and innovation, often inspired by those first Cornish saints. From a Playzone in a church in the far west working with children from one of the most economically deprived communities in England, to buying a pub as a base for ministry in an ex-mining town, or a rural church discovering an unexpected ministry among young people through its bellringing, and much else besides.

We are looking for caring,
listening leadership to help us
make those plans come true
while building us up in the
body of Christ.

Over the last three years we have done the hard work to identify urgent and realistic priorities and we have allocated the financial resources required to support that work. We know that we need to continue to discern and grow the right patterns for ministry and that in many places this will mean change. Every deanery has approved a deanery plan, and

these plans are being implemented, and where necessary the plans continue to evolve. We know that we need to grow our work among children and young people, and we know that responding to the impact of sometimes acute deprivation is a calling close to our hearts and the heart of Jesus.

THE COMMUNITIES WE SERVE

The opportunities and challenges here include serving communities that range from among the most privileged to the most economically deprived in England, often within sight of each other. They also include some communities where the summer holidays bring huge shifts in activity and population, while other places have some of the most stable/least mobile populations in the country. The church fosters a shared identity and purpose with God at its heart.









THE CHURCH

THE BISHOP OF TRURO

We trust that God will call a bishop to serve among us, and we trust that God knows what Cornwall needs. For our part we are looking for a leader, a listener, a communicator, and an ambassador.





A LEADER

A people person, a team leader and builder, who understands our plans, and is an advocate and enabler to help us achieve the best outcomes. Someone who is resilient and unafraid to be challenged and to challenge, who understands our resources and will be innovative in ways to share and release them.



A LISTENER

Someone who is inclusive and willing to provide assurance that all voices and views are heard and is a focus for unity and helping reconciliation.

Someone who can 'talk with the crowds...or walk with Kings, nor lose the common touch' and who will really care about Cornwall and its needs.

Someone who will understand the social and civic challenges and be unafraid to participate in forums about the role the church can play in finding solutions.



A COMMUNICATOR

An articulate, incisive, vocal, and engaging communicator, who embraces the public profile and all opportunities to broadcast and debate our mission and ministry. Someone who will recognise that some of the challenges they'll face will not be easy and who is engaged with the debates about faith in the wider ever-changing world.



AN AMBASSADOR

For God with deep and compelling spirituality. Someone who is confident in their witness and proclaims the gospel in the name of Jesus. An evangelist and promoter of discipleship, mission and ongoing ecumenical work and who is embedded in the community and helps us to connect with people beyond the usual reach of the church.

Our Bishop will be able embrace many opportunities to engage with wider life in Cornwall such as being part of the Cornwall Council Leadership Board, Cornwall Community Foundation, St Petroc's, Cornwall YMCA and the Cornwall Faith Forum.

THE CHURCH

IN CORNWALL, THE ISLES OF SCILLY, AND TWO PARISHES IN DEVON

We are one of the smallest mainland dioceses in the Church of England, smaller than an archdeaconry in a less fortunate large diocese. This means that we can work differently and we tend to be more relational and more responsive.

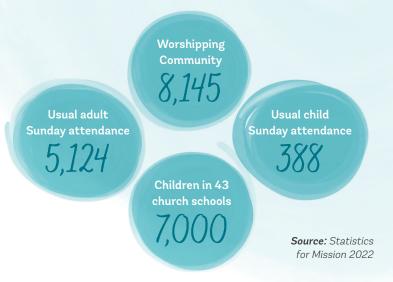


Bishops and archdeacons are closer to the parishes they serve. It also means that we don't have some of the teams and support that might be available in a large diocese and as a result, partnership working is vital for us. We aren't a supertanker that is hard to turn around, but we need to keep working just to keep moving.

We can't capture the nuance and detail of 'tradition' for nearly 300 churches in a few sentences. Our congregations tend to have a higher average age than the national average, tend to be smaller in size, and often value traditional worship. However, most congregations will include a breadth of worshipping tradition and that will often be reflected in what is offered either within one building or within a group and some seek different ways to worship within their communities. There are some churches that sit firmly within one liturgical tradition or another, across the usual Anglican range, but churches that are exclusively of one tradition are rare. Rurality and sparsity shape the church in many areas where secular and community services have been gradually withdrawn, and we know that 'changes to patterns of ministry' can feel like code for 'you won't see the vicar very often' when the true picture is more complex.

In most of Cornwall the strongest ecumenical links are with the Methodist Church and free evangelical congregations. There are active Churches Together groups and for practical initiatives such as Street Pastors and Foodbanks, ecumenical working is vital and effective. We need to acknowledge that most deanery plans do not mention ecumenical working specifically, and that the significant changes to the Methodist District currently being undertaken have been planned and carried out without

OUR MEMBERSHIP



PARISH ORGANISATION

300 212 12 2
Churches Parishes Deaneries Archdeaconries

formal engagement with us, just as our planning didn't consult partners at diocesan/district level. It is notable that the Bishop of Truro will be the only senior regional faith leader living in Cornwall.

The diocese has benefited from two national SDF funded projects in five churches, known locally as TM or Transforming Mission. Phase one in Falmouth and then phase two in Liskeard, St Austell, Truro and Camborne, these major projects have blended national "resource church" models with more organic growth models. We've learnt a lot from TM, for instance it worked best where local context and leadership were taken seriously and supported, recruitment is crucial and can be challenging, and that sustainable growth can take longer than expected. We have applied this and other learning in our approach to strategy and planning for the future.



The Trinity Centre and Café, Transforming Mission St Austell transformed a disused pub into a thriving community space.



STRATEGY AND PLANNING

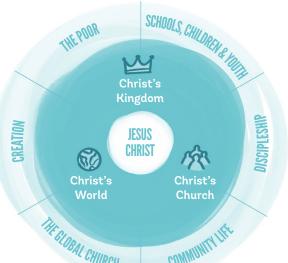
Our parishes and deaneries have spent time determining a way forward so, while there is no need for a further general reset, we think that this is an opportunity for someone to exercise real leadership to help us realise the fruits of those labours.

Our planning began with 'The Saints Way,' this articulated a narrative theology for ministry and mission in the diocese, it helped us to describe priorities and to think about what a more fruitful and sustainable church in Cornwall would look like.

Each deanery took the same framework of fruitfulness and sustainability, and the same overall priorities, and through a process called "On the Way" worked to discern plans in their context. The deanery plans are very different, because they weren't handed down from bishops and archdeacons. Each deanery discerned how the church in their place was called to respond to 'The Saints Way'. The work has given us plans, approved by every deanery synod, and it's right to say that they have inevitably led to both cohesion and to breakage. There are numerous new appointments, and overall, a clear direction of travel with a new vision that now needs execution and support when difficulties arise.



OUR CALLING TO SUSTAINABILITY...



OUR CALLING TO FRUITFULNESS...

The deanery plans combine to form a "Diocesan Plan for Change and Renewal" which provides us with themes or priorities for how the church is to be fruitful and sustainable. These priorities include:

Changes to patterns of ministry, in particular through "oversight ministry" while maintaining the overall number of stipendiary posts

Reversing the decline in children and young people involved in the church. With many churches now completely empty of children and young people this is likely to involve better and new working with church and community schools

Encouraging ministry in communities experiencing deprivation, initially through allocating "Lowest Income Communities Funding" (LInC – known as LICF here) at deanery level to support ministry

Achieving carbon net zero

Ensuring that small churches can flourish, acknowledging that however well our plans work there will still be hundreds of small and very small churches in Cornwall

Ensuring effective governance and leadership, particularly in new contexts where the traditional PCC structures are under strain, and where new patterns of ministry are embedding

The effective use of buildings, especially church buildings recognising the very significant opportunity and burden that they represent

Achieving and embedding sustainable finances at diocesan and parish level

As you will read in the 'finance' section we are blessed with historic assets which allow us to resource parish ministry and new mission in ways not open to some other dioceses. For the last two years our diocesan budget has been built up based on the deanery plans, rather than a top-down approach.

The work that began with "The Saints Way" and was carried forward in "On the Way" planning in each deanery has seen us re-orient DBF resources towards supporting parish ministry and diocesan strategies. We have a new ten-year **assets strategy** to describe the use of DBF resources to support deanery plans. We are investing to support parish ministry, lay and ordained, including by planning to end and then reverse the historic decline in the number of stipendiary clergy in the diocese; there is a **ministry strategy** that describes this aspect. To promote, lead and provide the framework for the change that is necessary we have a **Diocesan Plan for Change and Renewal**.

When we consulted on what the people of Cornwall wanted from a bishop, and on the needs of the diocese, we received responses from more than 200 people. Many responses reflected the hopes and plans that parishes and deaneries have approved and have been working on. We also received responses from those who don't want deanery plans to be implemented, who want to pause the changes we are making or want to start the planning process again. The new Bishop of Truro with their team will need to navigate this territory and lead with wisdom and love.





MINISTRY

In common with many dioceses, we are currently carrying a higher than usual number of clergy vacancies, posts which once might have attracted a dozen candidates may now need to be advertised twice or re-thought. At the time of writing clergy recruitment is an absolute priority for us. The high vacancy rate is because we are struggling to recruit, not because we are keeping posts vacant for other reasons.

As well as recruiting to posts described in deanery plans we are also currently recruiting three new "Deans of Area." The deans will hold the usual responsibilities of rural deans but without parish roles. We expect the Deans of Area to take a leading role in developing new patterns of ministry and supporting change.

We tend to import stipendiary curates and we need to be better at growing ordained and lay ministers within the diocese. We rely on retired clergy with PTO and self-supporting clergy, and we celebrate the ministry of readers, licensed lay ministers and local worship leaders. **Growing self-supporting and lay ministries in line with the strategy described in the deanery plans is a significant part of our work**, this is about encouraging vocations, discerning well, training and resourcing, as well as leading the culture change necessary at parish level.

The diocese has a relatively high proportion of female stipendiary clergy, the ministry of ordained women is almost universally welcomed and valued.

There are two "resolution" parishes, they participate well in the life of their deaneries. The view of the Vacancy in See Committee is that we are looking for a bishop who will ordain both women and men to the priesthood.

MINISTRY IN OUR CHURCHES RELIES ON

Clergy with PTO (mostly retired clergy)

100 Readers

400 Local worship leaders Training initiatives such as Sens Kernewek (which means Cornish Saints) are equipping and enabling lay people to lead local church communities, under the guidance and authority of oversight ministers. Each *Minister with Oversight Responsibility* leads a 'community of communities' that includes traditional church congregations, pioneers, new worshipping communities, schools, chaplaincies, fresh expressions and other groups and communities. Wherever possible these groups will take responsibility for their mission and ministry and will have an identifiable local leader. Solutions are rarely 'either/or' but more often 'this and that' in our pursuit of ongoing development and progression. We believe it is vitally important to support those God is calling to enable and ensure people can continue to worship in their churches.

We are being inventive in encouraging the spirit of mission and leading change. Transforming Mission was our first SDF funded mission intervention and we have learnt about what works and what does not. Having reached a mature stage of development, this programme is integrating with the broader mission and ministry of deaneries. Through prayer, patience and good listening, we have seen green shoots of renewal. Churches at the heart of our Cornish towns are becoming better equipped, growing in faith and through creative and innovative strategies, are attracting those missing generations.









We are nurturing pioneers to explore where God is at work in our communities beyond the margins of our church. We do this while maintaining the balance and honouring the faithfulness of regular worshippers.

The wellbeing of our clergy and their partners is something we take seriously. We believe that flourishing churches and congregations need flourishing clergy to lead them; our Clergy Wellbeing Working Group has invested time, money and energy in creating and implementing a Clergy Wellbeing Action Plan. Among other things, we offer pastoral supervision for licensed clergy, and mentoring for those new to the diocese and/or in their post. We provide training and support to clergy as they move into new roles, and we encourage PCCs and Synods to regularly discuss clergy wellbeing. We offer both a diocesan and an independent online, counselling service for clergy, their spouses/partners and families, and we have appointed Deans and Chaplains to SSM and Retired Clergy.

There is, of course, no single "diocesan" approach when it comes to matters surrounding the "Living in Love and Faith" and "Prayers for Love and Faith" agendas. There are clergy and lay leaders in the diocese in committed same-sex relationships, there are parishes, lay leaders and clergy who will want to make use of the provisions for prayers and blessings for same-sex couples. There are also clergy, lay leaders and parishes where there are deep concerns about possible changes to the traditional teaching of the church and where the prayers and blessings will not be offered.

We are looking for a bishop who will be a focus for unity in the midst of this, who will protect and honour the range of views, and who will hold us together as these important conversations continue.

We believe that flourishing churches and congregations need flourishing clergy to lead them; our Clergy Wellbeing Working Group has invested time, money and energy in creating and implementing a Clergy Wellbeing Action Plan.

SAFEGUARDING

The diocese has been pro-active in making the safeguarding of children and vulnerable adults a priority supported by significant investment in the safeguarding team to strengthen processes. We have worked hard to make sure that the voice of survivors is heard, attended to, and prioritised; we have done this through policy and practice and through a series of annual diocesan events at the cathedral where survivor voice is central and honoured, our bishops and archdeacons have taken a leading role in this.

We were one of the first dioceses to volunteer as a pilot diocese for the implementation of IICSA recommendations 1&8 and we contribute actively to national safeguarding policy development.

In common with many dioceses, we face a persistent challenge when it comes to the significant and important expectations for safeguarding at parish level. We know that parish churches need to be places where children and vulnerable adults are safe, and we know that parish leaders share this commitment. However, small and sometimes fragile churches can struggle to meet the governance and leadership expectations that are laid on them, including leadership for safeguarding.







ENVIRONMENT

We are proud to be a bronze "eco-diocese" and we are working towards achieving the silver level of recognition.

The DBF is committing very significant resources to achieving Carbon Net-Zero in its property portfolio, we have just introduced new staff posts (funded by the Archbishops Council) to support churches and church schools in reaching the net-zero goal and we have been pro-active in dis-investing our assets from fossil fuels, and re-investing in renewables. We are exploring innovative use of our Glebe portfolio to contribute to our work to Cherish Creation, Cut Carbon, and Speak Out. We have 71 Creation Care Champions and 17% of our churches are registered as an Eco-church. We are also resourcing all our church schools to identify how to cut carbon and energy costs and how they can fund these changes.



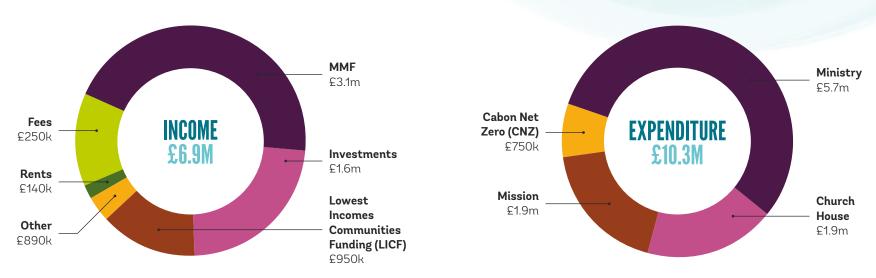




FINANCE

The Truro Diocesan Board of Finance is one of the largest charities in Cornwall with significant assets and a budget of more than £10 million. The diocese is unusual with a healthy balance sheet (£115 million) and in its creative use of funds; it is focused on doing the right things in the right way to help local churches and keeps costs as low as possible.

FINANCE – THE SHAPE OF OUR BUDGET, INCOME AND EXPENDITURE



The MMF (our version of the Common Fund) collection rate rose from 67% in 2022 to 90% in 2023, a sign of growing commitment to our shared plans at parish level.

The Board of Finance, with the support of Diocesan Synod, has taken the decision that rather than continuing to grow the value of assets shown on our balance sheet (growing from £33m in 2001, £60m in 2011, to £115m in 2021) we will use disposable reserves to support parish and deanery plans. This means that we expect to run deficit operating budgets over the next ten years, with a cumulative deficit of around £22m in that period, while still maintaining or increasing the cash value of the balance sheet.

This use of reserves will focus on supporting deanery plans, particularly to sustain and where possible increase clergy numbers. The use of assets in this way will also give very significant support to our work to grow the number of children and young people we engage with, to achieve carbon net zero, and to prioritise ministry in communities experiencing deprivation. Alongside this we recognise that continuing to maintain almost 300 churches in Cornwall will be beyond the capacity of some or many PCCs, we expect to allocate DBF reserves to support parishes in their stewardship of historic church buildings.

The health, or otherwise, of parish finances varies greatly across the diocese. From historically very low collection rates for the diocesan common fund (we call it Mission and Ministry Fund - MMF) below 70% the 2023 rate rose to 90%. This very encouraging change depended on resetting the call to affordable levels, while controlling costs and committing DBF resources to support mission and ministry.

FINANCE - OUR BALANCE SHEET

Parsonages	£48m
Board houses	£14m
Property (mostly the Glebe estate)	£19m
Investments	£30m
Cash	£4m
TOTAL	£115m

Source: 2022 Stat Accounts

EDUCATION

Our Vision for Education - Deeply Christian, Serving the Common Good.

Schools are at the heart of our mission and church schools act as hubs and anchors for our communities in Cornwall. The diocese has a strong presence in primary education with 7,000 children attending 43 church schools out of 235 schools in Cornwall. Our only secondary school is on the Isles of Scilly. We strive to enable meaningful connections for church schools with our wider teams to ensure they are integral in all the diocesan work.

We firmly believe that our vision is not simply for church schools but to promote educational excellence everywhere for everyone. Within our strategic plan there is a focus on partnerships and how, through these, we can improve educational, societal and life affecting outcomes for all children in the diocese. We work in a deeply Christian manner, serving the common good through these partnerships and uniquely have 70 formal partnerships with community school academies through multi-academy trusts. This wider involvement means our authentic Christian worship and living out of Christian ethos and values, is further strengthened in our Church schools with a light shone on and from them to all schools. This provides the opportunity to share the threads, such as teaching and learning both in RE and across the curriculum. Our Open the Book project has meant that Bible stories are now being taught to more than half the primary school children in the diocese. Older children and young adults are served by our chaplaincy at the county's colleges and at Falmouth University which has 6,000 students and offers diversity and opportunities beyond the campus buildings in supporting business and the voluntary sector.

Within our strategic plan there is a focus on partnerships and how, through these, we can improve educational, societal and life affecting outcomes for all children in the diocese.

The Assets Strategy identifies children and young people and their communities as a priority, and we have appointed a team to create a clear action plan for impact in the areas identified for extra resources. The national Vision for Education, and our strategic commitments embrace the spiritual, physical, intellectual, academic, emotional, moral and social development of this cohort. These we know raise standards and improve outcomes which is why our schools must be at the heart of our mission.

There are four basic elements:

WISDOM	Educating for wisdom, knowledge, and skills
HOPE	Educating for hope and aspiration

Educating for hope and aspiration

COMMUNITY Educating for community and living well together

DIGNITY Educating for dignity and respect

We work with professional and statutory agencies and members of congregations who are school staff and governors and through a variety of partnerships we are able to offer professional development, curriculum support and governance development.









TRURO CATHEDRAL

Truro Cathedral is very important for our whole diocese and is embracing a renewed focus with a newly appointed dean, working in partnership with others and seeking to engage with people across the diocese in worship, word and witness.

It is visited by many churchgoers and others for services, specific events or when visiting Truro. It plays a complementary role in discipleship education and promotes a range of courses and events that speak to a much wider audience than just our congregations. Its engagement with children is flourishing and it has an enviable reputation musically, both for liturgical worship and as host to a wide variety of concerts.



THE COMMUNITIES THAT WE SERVE

Cornwall is a rural peninsula more than 70 miles long and surrounded by water; by area it is the 13th largest county, and is the largest non-metropolitan unitary authority by population. The diocese also includes two parishes in Devon, and the Isles of Scilly, a beautiful and unique archipelago 28 miles out in the Atlantic Ocean with five inhabited islands, a population of around 2,000, and the smallest unitary authority in England.



The diocese has a population of 571,000 and is growing slightly more quickly than the English average. In summer the population can grow by up to 50% putting acute pressure on infrastructure; more than four million people holiday here each year.

Most of the UK is a long way from Cornwall; the southwest government office in Bristol is closer to London Bridge than it is to the Tamar Bridge, Bristol to Truro is roughly the same distance as Bristol to Liverpool...

Cornwall's geography, natural environment and separation has engendered huge initiative, artistic endeavour, spirit and resilience creating a history of trail-blazing invention, creativity and problem solving; examples encompass the creation of the first steam engine in the 18th century to the bio-domes of the Eden Project in the last, and to the exploration of alternative energy resources now. By facing adversity or deprivation, a natural self-sufficiency has developed in Cornwall creating an acceptance to adapting or finding creative solutions to problems where no external help or support might be forthcoming. That spirit can be witnessed in all aspects of life here and has been embraced and is reflected in the Church.



St Austell Parish meet for an outdoor service



Cornwall is a place that is blessed with a long and established spirit of community. There are many traditional events, to mark those individuals, traditions and moments in history that have fostered this strong communal regard, such as Trevithick Day in Camborne, Lafrowda in St Just and Mazey Day in Penzance. They are an important part of life here and are held throughout the peninsula every year with people, regardless of belief or congregation joining in the celebrations.

It is vital to understand that Cornwall is much more than a holiday destination; tourism is economically important but often represents the coastal silvering on more ancient and deeper rocks and base metals inland. Inland Cornwall is rich in tradition and local pride, but too often living with acute deprivation. The next Bishop of Truro will be bishop to one of the most economically deprived dioceses in England and will need to find a way to be a shepherd to people with deep and unmet material needs.







People in Cornwall are less likely to state "Christian" as their religion



Those who state "Christian" as their religion has changed a great deal since 2001



2,000 Buddhists (0.4%) are the largest non-Christian religious group in Cornwall ("no-religion" is now the largest category)



Source: ONS census data

POPULATION

571,000

The population of the Diocese is 571,000 and is growing slightly more quickly than the English average.

People in Cornwall are more likely to live with disability (describe disabilities that limit day to day activity)



Disability Equality Act definitions. Source: ONS census data

People in Cornwall are more likely to be unpaid carers



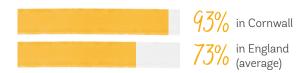
People who describe themselves as "Cornish"



People aged 65+



People who are white British



People who are Asian or Black



Households that are 'pensioner households'



ECONOMY

Although agriculture, fishing and mining were Cornwall's traditional industries, tourism is now the dominant economic driver with service industries representing the largest section of employment, Cornwall's largest employers are in the public sector. The tourist influx accounts for 20% of the county's economy.

Inward investment in other sectors has been significant over recent years and there is growing excitement about the county becoming a green energy powerhouse capable of driving the UK energy transition through lithium and tin mining, offshore wind resources, geothermal energy, and pioneering biofuels.





DEPRIVATION YOU CAN'T EAT THE VIEW

Cornwall performs poorly against most measures for economic activity and employment, by some measures Cornwall is the most economically deprived region in England.

Cornwall's Index of Multiple Deprivation (IMD) scores for 2019 compared to 2015 show that even before the pandemic there were deteriorating outcomes in most areas. Most agencies report a further sharp deterioration in the last four years with growing use of foodbanks (36,000 emergency food parcels in the year to March 2023, of which more than 12,000 were for children), and increasing social problems and the incremental withdrawal of local services.

80% less than the UK median...

Employment rates are relatively high, but full time workers in Cornwall earn less than 80% of the UK median salary, a disproportionate number of jobs are seasonal, part-time, insecure and low paid.

Percent of the population who earn less than the real living wage



Percent of the workforce who is self-employed



20 neighbourhoods...

in Cornwall have more than one-third of children living in poverty

HOUSING

Housing is one of the most contentious and significant social issues in Cornwall.

The pandemic, the cost-of-living crisis, a shift from long-term to short-term/holiday rentals, an increase in people moving to Cornwall to work from home, and the cost of living crisis combine to leave unacceptable numbers of Cornish people homeless, in temporary accommodation, on social housing waiting lists, living in vans and tents, or having to move out of the area.

22,000 households...

are on the social housing waiting list

30,000 homes...

are not lived in all year round. This is almost certainly a significant underestimate and not including many holiday lets. Source Cornwall Council.

13% higher house prices...

Average incomes are 80% of the UK average, house prices are higher than the UK average, the average price for a terraced house in Cornwall is £345,000,13% higher than the England average.

Percent of housing stock that is social housing











AFTERWORD

Since Bishop Philip told us that he was moving we have been praying through this time of discernment. As you read about us we ask your prayers, and we assure you of Cornwall's prayers for you. We trust in a God whose love is as deep and enduring as Cornish granite, God who has great wonders in store for us, and for you.

Duwr'sonna dhywgh hwi ha re Duw agas gittho! May God bless you and watch over you!

