

2025 Updated Revisions of Carnmarth North Deanery

This report presents the updated Deanery Plans, incorporating all recent revisions approved through the appropriate governance processes. To enhance clarity and transparency, an overview table at the beginning of the document outlines each change request, including the nature of the change, the date of approval, and links to the relevant section it affects. If no change requests have been authorised the table will be blank, and the main body of text will be unchanged.

Change requests have been noted alongside the original text and are clearly highlighted for ease of reference with a link back to the change request table. Corresponding endnotes provide further context and justification if needed, ensuring a clear audit trail.

These updates reflect ongoing developments and alignment with strategic priorities.

Deanery update with approved change request

Change Request	Changes	Date Approved	Link to change in text

Recent pastoral re-organisation:

1st January 2024 - The scheme unites the three parishes of Redruth, Lanner and Treleigh creating the new Parish of Redruth. The benefice name is also changing to the Benefice of Redruth.

Deanery Plan

Carnmarth North Deanery

Version Number & Date	V.2 05/06/2025
Rural Dean	Revd Graham Adamson
Lay Chair	Martin Adams

CARNMARTH NORTH DEANERY PLAN

1. Executive Summary

This plan has been prayerfully developed by the Carnmarth North 'On the Way' leadership team, comprising lay representatives and clergy from each ministry area. Further details relating to this summary are contained within the full plan. The plan sets out a renewed vision for our deanery churches, summed up in this vision statement.

Living God's abundant life; sharing the good news of Jesus.

Five Priorities

A lengthy process of discernment has led us to believe that we should particularly apply our vision in these priority areas:

- The poor
- Schools, children and youth
- Community life
- New faith
- Growing Faith

We also want to affirm all the good that God is already doing in our churches.

Deanery organisation

We propose that the four ministry areas are left as they are. These are Five Saints Benefice; Redruth Team Ministry; Illogan Parish; Camborne Cluster. Each of these will be led by the same stipendiary parish priest currently in each post. However, we do also recommend that the currently-vacant 0.5 stipendiary post at Redruth is removed. Also, we recommend that the second MMF-funded post in the Camborne Cluster is discontinued, in view of the very large MMF deficit. However, we recommend that the Revd Graham Adamson who currently holds this post be redeployed in a new deanery post funded by Lowest Income Communities Funding (LICF) - see below.

The On the Way (OtW) process has highlighted to us the enormous benefit of deanery churches working more closely together. Now that we have developed this shared vision, we are very keen to build on our new cohesion by doing things together whenever we can, such as training, and celebration and prayer events, as well as through a new Deanery Evangelism Group - see below. Where possible, we also wish to co-ordinate our activities with churches of other denominations; in a number of parishes we have close partnerships with such churches.

Budget for MMF

For four parish priests in four ministry areas, together with the current level of eleven Licensed Lay Ministers (Readers) and eight PTO clergy and one SSM clergyperson, and four standard contributions to central diocesan costs, the forecast MMF required for 2023 is £283,260.

We believe a conservative level of MMF contributions achievable in 2023 based on congregations still recovering from the pandemic is £210,000. This leaves a deficit of about £73,000. In conversations with the diocese during June and July 2022, we have reached agreement that this deficit can be covered using the Lowest Income Communities Funding allocated to our deanery. This is on the understanding that an appropriate amount of the working time of stipendiary clergy is spent on ministry which genuinely benefits the lowest income communities in our deanery.

How we should spend our allocation of LICF

Our deanery has been allocated £132,000 per year of Lowest Income Community Funding (LICF). As explained above, we recommend spending £73,000 on supporting the MMF which our deanery needs to pay to cover authorised ministry.

In addition, at a cost of £53,500, we wish to appoint a stipendiary priest to be an enabler of evangelism and other pioneering mission projects to the most deprived areas of the deanery, as well as to lead the team of other lay staff as and when funding for those posts becomes available. A draft job description for this stipendiary priest is contained within the plan. We expect Revd Graham Adamson to be redeployed from his present role as associate priest in the Camborne Cluster to this new role.

Total LICF available	£132,000
Covering the MMF deficit	£73,000
Employing Graham Adamson in a new role	£53,500
LICF balance available for other purposes	£5,500

In mid-May 2022 the Church Commissioners announced new LICF funding, which we believe will be awarded for specific projects, but the details will not be known till October 2022. In time we hope such funding will be able to fund these posts:

- A Christians Against Poverty support worker or workers
- A part time Parish Nurse concentrating on schools and families.
- Two youth worker trainees taken on through South West Youth Ministries
- A children and families' worker

The surplus of £5,500 in the above table may be used in part to help fund one of the above posts, or to fund initiatives related to the vision at the centre of this plan.

Integrating this plan with TM Camborne

TM Camborne currently employs a children and families' worker, and a worship leader and a project manager, and is expecting to host a SWYM trainee (youth work) from autumn 2022. Part of the remit of TM is that it should be a resource for other churches in the deanery. We expect all the TM staff to collaborate with any LICF staff we are able to employ, and to be a resource in terms of advice and support for churches outside the Camborne Cluster. Revd Graham Adamson's role will include the encouraging and overseeing of these collaborations.

A new oversight group

Acting under the auspices of Deanery Synod, we propose the formation of a new Deanery Evangelism Group, meeting regularly to hold ourselves to task and for sharing best practice and resources etc.

Review in 2025

We recommend a major review of this plan's progress during 2025. TM Camborne is due to finish at the end of 2025, so reviewing this plan then will therefore give us a chance to assess (1) how our LICF spending is actually benefiting those it is intended to help (2) whether diocesan support will enable some TM posts to be sustainable beyond 2025.

The On the Way leadership group wholeheartedly commends this plan to Deanery Synod.

The leadership group comprises:

Caspar Bush (Redruth) Rural Dean and David Fieldsend (Camborne) Deanery Lay Chair as co-chairs

Graham Adamson, Rosheen Browning and Penny Whitelock from Camborne Cluster.

Denise Pascoe, Pat Sedgeman and Steve Robinson from Illogan Parish;

Robin Knights and Lucie Rogers from Redruth Team Ministry;

Jane Le Page, Pete Simmons and Richard Wallis from Five Saints Benefice;

Julia Keep and Ben Morgan Lundie as our external advisors.

2. Who we are

2.1. Our Communities

Carnmarth North Deanery is dominated by its urban area, the largest conurbation in Cornwall - 86% of the population of the Deanery lives within this former Urban District. The remainder living in nearby former mining villages. Camborne-Redruth was the heart of the Cornish hard rock mining industry, providing well paid skilled work. The mines not only directly employed thousands, but all sorts of heavy industries and service industries supported the mining endeavour. Most notable amongst these being Holman Bros of Camborne which employed 3,200 workers at its height making all sorts of mechanical equipment for the mining industry globally, notable compressors, rock drills, boilers, etc. It was also respected as a benevolent employer to both its workforce and the town springing from a deep Methodist conviction.

However, over the years both the mines and Holman's itself ceased activity and high levels of unemployment and hardship followed. Although much light industry and service employment has been developed in the area, few jobs have matched the skill and pay levels previously available. Also high levels of unemployment existed for a prolonged period.

In common with the rest of the country there has also been an initially shallow, but now steepening decline in church affiliation and attendance. Since the eighteenth century when John Wesley made many preaching visits to the area, Methodism has historically been the dominant form of religion in our area. However, in parallel with the decline of traditional industries there has been a dramatic decline in the Methodist presence in the area over recent decades. Just one Anglican parish in 1979 had no fewer than 16 active Methodist chapels. Now only one is left open.

Although before COVID unemployment levels had fallen significantly, the experience of poverty and deprivation continued here as in other ex-mining areas across the country. This has led more than one academic to postulate that on the basis of socio-economic data Cornwall should really be considered to be part of the north of England, not the soft south. Nearer to home an Economics professor at Plymouth University once referred to crossing the Tamar being the equivalent of falling off an economic cliff.

Whether measured by the Government's comprehensive seven factor Index of Multiple Deprivation or the narrower Lowest Income Communities measure favoured by the Church Commissioners most of the parishes in the Deanery are classed as amongst the worst off in the country. 82% of the Deanery's population live in the 20% most deprived parishes in England according to the full Index, all of these being urban parishes. Camborne with Tuckingmill,

Treleigh, Treslothan and Illogan parishes top the list as being the most deprived on both the IMD and LIC measures.

Whether you measure it in terms of Electoral Roll or Sunday adult attendance the strength of church membership in proportion to the general population varies greatly from parish to parish. It is loosely lowest in the most deprived areas - ie it could be said to be in some cases in inverse proportion to the strength of deprivation in the parish.

But it is not inevitable that high levels of deprivation have to mean low levels of church attendance and vice versa. Illogan parish, for instance, has a high rate of church attendance in proportion to population, even though it ranks among the most deprived.

So it could be said that broadly economic disadvantage is compounded by spiritual disadvantage in that our Deanery, with 5.5 stipendiary priests, has the lowest ratio of stipendiary priests to population of any Deanery in the Diocese (1 for 14,000 people) - at the other end of the scale Powder Deanery has a priest for 5,500 people. So priests need to serve nearly three times the population in our Deanery. We also have the lowest level of parish income per priest of £69,256. Powder Deanery has a parish income of just under £118,000 per stipendiary priest.

2.2. Our Churches

Carmarth North comprises four ministry areas: Five Saints Benefice; Redruth Team Ministry; Illogan Parish; Camborne Cluster. Below is a brief summary of their current status as well as their main challenges and opportunities.

Redruth Team Ministry

Redruth Team Ministry has been in place for several decades, and enjoys good collaboration between the five constituent congregations (daily Zoom morning prayer, home groups that cross church boundaries, positive team council. Plans in progress for a single PCC covering all five churches).

St Andrew, Redruth: (ER = 51) A town centre, large church building. Excellent links to, and used by, a variety of town organisations. Mainly older congregation, but all ages represented. Various church-run community facing groups and activities (toddlers, craft, Foodbank), though not all have restarted since the pandemic.

Opportunities: much more could be made of good town links, and restarting other children and youth activities

Challenges: the building is sound but needs developing; we have more good ideas than people to make them happen!

St Euny, Redruth: (ER = 28) The original parish church, much loved for weddings, baptisms and funerals. Small congregation (though not the oldest at all), to which older members have mainly not returned since the pandemic. Strong link with Cornwall Neighbours for Change who use the building regularly. Mid-week community café. Best toilets in the benefice!

Opportunities: much more could be made of occasional offices links. Lots of heritage interest.

Challenges: the building is in need of a major repair in the south west corner. We only have a small number of committed people who keep the place going.

St Stephen, Treleigh: (ER = 44) Older congregation, well cared-for building. Much loved and used for weddings, baptisms and funerals. Excellent links with Treleigh School next door.

Opportunities: campaign is on to refurbish the church hall. Much more could be made of occasional offices links

Challenges: a large number of older congregation members have not returned after the pandemic. At the moment we have no regular community facing group to draw in new people.

Christchurch, Lanner: (ER = 28) Mainly older congregation, but also two committed families with Sunday School. Open pantry to serve Lanner village. Toddler group and other community-facing activities. Pre-pandemic, it was home to a youth drama group, and hosted many concerts of all sorts, but these have not yet restarted.

Opportunities: looking for opportunities to strengthen links with the Methodist chapel next door to the church. Room to develop links with the village generally.

Challenges: No one is getting any younger, and we are aware that we need to welcome new people if the church is to flourish in the future.

St Andrew, Pencoys: (ER = 14) Unusually, Pencoys Church has a strong link with the Methodist chapel under the name *Flapjack* such that the two congregations worship as one - alternating venues between chapel and church. There is a children's group run as a joint venture. The unlocked church porch hosts a very well supported 24/7 free food pantry for the whole village. Community-facing groups are just restarting after the pandemic.

Opportunities: exploring the rationalisation of church buildings - do we really need two? This may need a formal LEP.

Challenges: We have a very small and aging group of people willing to take responsibility for church duties.

Five Saints Benefice

Joyful Abundance. The Five Saints parishes are joyful in the abundance of God's love and delight in knowing Jesus His Son, seeking the power of the Holy Spirit to enliven us. We recognise our fruitfulness as we celebrate creation and carefully note our need to be gentle and watchful with the Earth's resources.

St Pauls Church, Chacewater, gives particular expression to caring for creation and Community life is also part of outreach and mission in singing and events, loving neighbours and being kind to each other. The school and its young people, their families and the staff find a welcome in and from the church. Growing Faith is enriched with gifted Worship Leaders leading groups.

St Stithians Church faithful there have a huge part in the community, leading and resourcing the Scouts, Guides, Beavers and young people's church with Cheeky Pandas and Messy Church (Muddy Church). Their discipleship is rooted in helping others and the church building is open every day. Links to so many of the village's other groups and wider Cornwall Charities keeps the worshipping few very busy. Stithians is blessed in having a stipendiary Associate Priest and self-supporting Associate Deacon as well as two Readers and 3 PTO priests residing there. A committed and deeply appreciated group of bellringers summon the faithful and enter fully into the worshipping life of that church.

St Day Holy Trinity Church is unique and delights in its identity as a Shrine for Our Lady of Walsingham, rejoices in its High Anglican tradition and Anglo Catholic worship. Community life revolves around the faithful within the town and although the church itself can be said to be on the margins of society, those physically living on the margins of the community at Wheal Jewel Travellers site are served and outreach envisaged to celebrate their culture and share the Good News together. The Society of Mary meets from the month of May to the beginning of the winter months, finding an expression for discipleship. Faithful worshippers offer of themselves in outreach and visible presence. A Reader in Training, who is also the only Churchwarden, leads worship and is deeply committed to mission. The Vicarage is opposite this church and a well known and loved PTO Priest living in the town offers pastoral ministry and takes worship regularly.

St Pirans' Carharrack is a Chapel of Ease and dedicated to St Piran, is a beautiful community building, deeply appreciated by the residents there. It hosts The Church of the Cross, an independent non-conformist church, whose desire for mission and outreach enhances and adds to our ability to be Joyful in the abundance of God and showing Jesus to the world. Sadly the sustainability of the faithful Anglicans of Carharrack is worrying, the pandemic, age and infirmity have conspired to reduce the usual attenders to only a handful of faithful souls. Within Community Life the church is delighted to be welcoming several weddings this year. Carharrack share outreach and mission with St Day.

Gwennap Church is a beautiful and loved building now resplendent in a small community, telling its own story of days past when mining was the major source of employment and a population of tens of thousands lived and worked and had their being nearby. It works and prays for and with the residents there, summoning worshippers by bells in a separate bell 'house'. The Church Hall is the only community space apart from the church itself and offers a venue for concerts, fairs and village lunches. The poor are in the hearts and minds of the faithful few and families are welcomed to excellent

worship opportunities shared by gifted Worship Leaders there. Sustainability is a pressing and worrying issue, with the age profile of the available people being elevated! Therefore when praying into the priorities we have been invited to consider:

As the Five Saints, who began their journey together only recently to becoming one Parish, we can demonstrate that we are active in: **Fruitfulness:** The Poor, Schools, Children and Youth Discipleship, Community Life, Creation and **Sustainability:** New Faith Growing Faith We are tested and worried by money and meeting our invitation to contribute to MMF. Our buildings, especially Stithians Church cause us to be anxious. The one huge concern is succession, in particular seeking Office Holders: We need Churchwardens and a Treasurer. We are very pleased to have an excellent Administrator, whose eases the burden considerably. However, because we are joyful in the abundance of God we know that we can flourish. Working relationships are healing from a difficult transition and some pastoral breakdowns. Those who were faithful in their attendance for worship are returning as their confidence grows post pandemic. In particular the mid-week service at St Day often has more than on Sundays. A large upsurge in those seeking marriage and baptisms is wonderful, although sustaining and providing ministry for them is a challenge. Funerals for parish residents are also increasing and the place of the Church of England as the established church, existing for those who don't attend is something to be celebrated, but providing ministry for occasional offices in the future will be challenging.

St Illogan Parish

The Church Society is the patron of the Parish. It has one PCC and set of accounts for the three churches. Each church has a DCC. The three congregations have been worshipping together once a month at each of the three church buildings in turn. We are exploring Alpha as a key evangelistic resource in the coming years. We have also run several "Freedom in Christ" courses over the last few years. Our vision statement is "Making Disciples of Jesus to the Glory of God". The Parish has been a successful placement for SWYM trainees.

St Illogan Parish Church (ER = 80) Sunday School ("Lighthouse") of 6-8, Youth Group ("HUB") 4-6; Messy Church, Open the Book, Holiday Bible Club in the summer; busy Parents and Toddlers. The church is much used by the community for life events and there is a strong local identification with it. There is a Primary School next door. The congregation is currently declining in number and there are fewer people able to hold offices. The teatime service is currently not running to concentrate efforts on 'Lighthouse'.

Opportunities: Closer links with the primary school; growing the church through Alpha.

Challenges: Change to the current morning service is difficult to bring about.

Trevenson Church, Pool (ER = 22) **Trevenson** Church has seen a slight growth in numbers over the last few years due, I think, to the continuity of worship leaders and readers. Trevenson has a wonderful church hall facility which is in very good repair and much used. The church runs “Monday Club” - a lunch club for the elderly and vulnerable. There is a large estate nearby (The Guinness Trust Estate). The church has tried to build relationships with the residents through Messy Church and delivery of fish and chips! Pool Academy is next door.

Opportunities: Growing the church through Alpha; building links with Pool Academy.

Challenges: Engagement with the nearby estate and school needs significant energy and resources.

St Mary’s Church, Portreath (ER = 40) St Mary’s has perhaps been the most affected by COVID in terms of numbers. It has a younger congregation than the other two church in the parish. The style of worship is more informal than the other two, with a music group, and a monthly Café service. It has previously held an after-school club for children of Portreath Primary School; a big brunch breakfast for those on low incomes; a food drop, and guest services on significant dates in the calendar. It has a much used and well-appointed hall.

Opportunities: Re-engaging the children of Portreath Primary School; Growing the church through Alpha; re-introducing guest services.

Challenges: fewer people able to initiate and run events.

Camborne Cluster of Churches

The Camborne Cluster is an informal group of two benefices, which have been working together for about 3 years. The cluster benefits from being one of the Transforming Mission (TM) Phase 2 areas (see below). There are promising signs of collaboration; monthly meeting of all churchwardens and regular meetings with the LLMs, both are mutually supportive. Some social events see people cross parish boundaries and Sunday morning Zoom during lockdown fostered good relationships across the cluster which have been nurtured and seen developing in-person, especially at TM initiatives. We share an administrator.

Overall Opportunities: There are currently 5 churches and four PCCs. Reducing the number of PCCs would be beneficial.

Overall Challenges: Finances are challenge for all the congregations, to pay for their clergy and maintain the buildings.

St Martin & St Meriadoc, Camborne: (ER = 102, AWA = 75) A large town centre parish church; a Grade 1 listed building with a good sized church hall and kitchen, alongside a smaller hall and Old Vestry. Large closed churchyard. Mainly older congregations with three or four families with school aged children who attend Sunday School. There are

two Sunday services, one midweek communion. Community facing activities which have restarted since the pandemic include Church Kitchen and Saturday Café. New things started by TM staff include Tea Time for families and Radiant (weekday contemporary worship). The halls are well used by Anonymous groups. Good links with schools.

Opportunities: much more could be made of being a town centre church, with good sign posting and notice boards. There's a lot of potential to grow the youth activities due to links with the local secondary school and the number of teenagers coming to Tea Time.

Challenges: The lack of volunteers to take key roles in the life of the church or PCC. Resistance by some to share or engage fully with the other churches in the cluster, including in the joint PCC.

All Saints, Tuckingmill: (ER = 38, AWA = 20) Large Victorian mining church, east of Camborne centre, a well-cared for building with a well used community centre next door. A closed churchyard and open memorial garden. Plans are well underway for a new toilet and there's potential for a kitchen too. Older congregation and not all have returned since the lockdowns, but new people have joined. There's currently one Sunday service a week, including a monthly informal service. A weekly toddler group runs in the community centre, relaunched after the pandemic by TM, sadly lacking previous volunteers. The congregation has a good community spirit with regular social/fundraising events or concerts. The church hosts a Romanian Orthodox congregation fortnightly.

Opportunities: Lots of heritage interest, a chance to connect with the new mining initiatives? Could be more proactive at engaging with the community centre clients. Would be good to nurture the links with local schools.

Challenges: It can feel like there's only a small number of committed people who keep the place going and have the energy for all the jobs that need doing.

Holy Trinity, Penponds: (ER = 27, AWA = 14) A well cared-for small village church building. Older congregation on Sundays. Good links with local primary school and excellent regular events such as Memories of Penponds, Fish n Chip Friday and Fairs foster sense of community. Thriving weekly Evening Prayer and children's church, started by TM and assisted by a team of volunteers. Recently extended to install a kitchen and toilet. Well maintained open churchyard. Signed up to Parish Giving scheme which helped keep giving stable through lockdown.

Opportunities: Potential to build on the children's church, reaching parents and those who progress on to secondary school.

Challenges: Keeping the numbers on Sunday up, as habits have changes since lockdowns and mid-week worship is more popular.

St Crewenna, Crowan: (ER = 52, AWA = 23) An historic parish church in a village outside main population area, in a large rural parish. Well-maintained and open every day for visitors and pilgrims. An open churchyard. Mainly retired but very active congregation, with new people recently joined. Very popular for Life Events. A new male voice choir emerged from lockdown who sing once a month. Wild Church for families has recently

begun as a TM initiative. Busy social calendar and fundraising events which split monies between church and charity; they have shared use of the Parish Room next door.

Opportunities: The local school is keen to develop better links and this could be an opportunity for reaching families.

Challenges: The location, especially reaching out to those who may not own a car.

St John the Evangelist, Treslothan: (ER = 41, AWA = 14) A much loved Victorian church, once an estate chapel situated in the woods away from the village centre, with a closed churchyard loved by walkers. Open every day. Good links with Troon Methodists, with united benefice services 3 or 4 times a year. The congregation is made up mainly of adults aged 50+ with one regular family with younger children. The Sunday school has not returned since the pandemic as the children have grown up. There is a good-sized hall in Troon, available for local groups and used for monthly Cafe Church and weekly toddler group run by TM staff and other volunteers.

Opportunities: Potential to be site of pilgrimage for walkers and cyclists, to harness links with other organisations promoting outdoor activities and heritage.

Challenges: The building is in poor repair, needing a new roof and new plaster work on the ceiling. Grants will only be allocated if more community-facing activities are established.

TM Camborne

Through the grace of God at work in the churches, TM has made great strides in lots of ways. The following are some examples through which TM is reaching new people:

- Two toddler groups (Tuckingmill and Treslothan)
- Family Tea Time, feeding up to 50 people per week at Camborne church on Tuesdays after school.
- The Secret Church, a group at Penponds church has been a kind of midweek Sunday school for non-church families and has been wonderfully received.
- Wild Church happens 2-3 times a month across the Cluster. A model for outdoor church with a focus on the world around us, Wild Church is not only loved by the children who are part of it, but it has become a really fruitful place for adults on the fringes who perhaps 'don't do church'.

It was decided early on that the suggested 'high street presence' ought to be a lot more versatile to become a resource for the large geographical area of the Cluster. The bright and welcoming Camborne TM gazebo has been a pop-up presence and venue for our estates outreaches, as well as providing a welcome shelter for church fetes and the like! We've used it in the school holidays as a base for fun days and activities with children and young people, and found that it is a great tool to help us reach young people and families.

These initiatives have seen us reaching over 400 children and 200 adults so far. As well as this we have ongoing relationships with our local schools: chaplaincy in Camborne secondary, weekly primary school assemblies and a large and growing number of regular visits from local primary schools which are a highlight for the schools and volunteers alike.

The experiences, skills and relationships gained by TM Camborne are a rich resource to help the deanery parishes to increase their capacity for mission.

3. Consultation

3.1. Roundtables

As preparation for the On the Way Deanery Plan, each parish was invited to participate in an informal discussion around the four following questions:

1. What are you proud of in your church and parish right now?
2. What would you like to do more of?
3. What would you like to stop doing?
4. How do see your church and parish changing/if money were no object?

The aim of the discussions was to listen to each parish; to allow each participant to speak freely on the basis of anonymity, to explore ideas and issues, to exchange opinions and to agree possible future plans. It was important to confront and debate any concerns and grievances before examining the future possibilities offered by On the Way. As one participant said, “We must deal with the bad things now but concentrate on the good things into the future.”

A full report on these roundtable meetings is attached at Annex 1

3.2. Meeting Reports

After nearly every meeting of the On The Way Leadership Team for the Deanery a one-page summary report has been prepared covering both the scripture passages studied as part of Lectio Divina prayer and the topics discussed in preparation for the Deanery Plan. These reports have been circulated by email to all clergy, readers, church officers and PCC members in the Deanery with encouragement for them to pass them on. Queries received in response to these newsletters have been answered by the Rural Dean and/or Lay Chair.

3.3. Open Deanery Synod consultation

On 30th March 2022 Deanery Synod was convened, but with an open invitation to non-members to also come in order to hear the OtW plans thus far, and ask questions. We met in person at St Mary’s Portreath, but also enabled members and others to participate via Zoom. It was an evening of lively discussion. Afterwards as chair of the evening, Caspar Bush contacted those who had asked the most searching questions, inviting them to submit a summary of their thinking for consideration by the OtW group. In addition, on 15th June Deanery Synod met to discuss the plan, and voted to support it in the form it was then, ahead of it being presented to Episcopal College (EC).

3.4. Community Survey

A community survey questionnaire was devised and distributed through members of the Leadership Team, with the aim being to garner the views of non-churchgoers in their communities. It was distributed between 28th November and 24th December 2021.

112 people responded to the survey, they covered every parish. With the virtual exception of children (0.9%), all age groups were represented (Q1), although in comparison with the population of the deanery as a whole over 45s were overrepresented (74% instead of 48%) and under 45s underrepresented (20% instead of 31%). But this is still a higher proportion than in most, if not all, of our congregations.

Their responses are referred to in 'What people say about us' (section 5.2) later in the report. The full report of the Survey is attached as Annex 2.

4. The Issues We Are Facing

4.1. Priestly Ministry Resourcing

In spite of having the lowest ratio of stipendiary priests to population in the Diocese, as mentioned in section 2.1, MMF giving levels are far from being able to support the current 5.5 posts in the Deanery. To maintain the same level of cover for 2023, along with the ancillary costs for lay readers, PTO clergy etc, would mean an MMF of £334,260. Having checked with parish treasurers we believe that initially an achievable level of MMF, given that congregations are only slowly recovering from the pandemic, is £210,000.

This shortfall would be greatest in the Camborne Cluster, the parishes of which have had two of the stipendiary clergy posts, although not having been able to raise sufficient MMF to support even one last year. The second clergy post was only appointed in November 2020, with a specific brief to support the work of the Camborne Transforming Mission team, although central TM funding has not been extended to support this post. The On The Way team believe that in the deanery as a whole very significant reductions in clergy cover from such a low base would not be an appropriate response to the serious deprivation being suffered by our communities (see 2.1 above).

4.2. Four Ministry Areas (Current Situation)

Carnmarth North is presently organised into four ministry areas, namely Camborne Cluster; Illogan Parish; Redruth Team Ministry; The Five Saints Benefice.

On the Way has been given permission to rethink the boundaries of ministry areas, especially where paying the full MMF is a struggle. However, the leadership team believes these ministry areas should be left alone, for the following reasons:

1) In common with churches everywhere, Covid-19 has caused an extraordinarily disruptive and disorientating last two years. Things are now beginning to settle down in the lives of our churches, and we need a period of stability to introduce our new vision for the deanery.

2) Five Saints Benefice is less than a year into a timed three-year Pastoral Reorganisation Scheme, which will culminate in being a single parish on 1st October 2024. Prior to that the churches endured a very difficult transition from the previous parish priest. Jem Thorold, the present priest in charge, has only been living in the Benefice since January 2023. To tear up this brand-new arrangement (made at the instigation of Archdeacon Paul) is not something we feel is at all wise at this stage.

3) The Camborne Cluster is also still relatively new, and is currently the home of TM Camborne, so likewise needs to avoid the further disruption of further changing boundaries. However, there is a recognition that the funding of two stipendiary clergy posts by MMF in Camborne would be very challenging.

The remaining ministry areas (Illogan and Redruth) are long-established areas, with the best record at paying MMF (though Illogan face some challenges with MMF at the moment).

4.3. Four Ministry Areas (Our Proposals)

We propose that the four ministry areas are left as they are. These are Five Saints Benefice; Redruth Team Ministry; Illogan Parish; Camborne Cluster. Each of these will be led by the same stipendiary parish priest currently in each post. However, we do also recommend that the currently-vacant 0.5 stipendiary post at Redruth is removed. Also, we recommend that the second MMF-funded post in the Camborne Cluster is discontinued, in view of the very large MMF deficit. However, we recommend that the Revd Graham Adamson who currently holds this post be redeployed in a new deanery post funded by LICF - see below.

The On the Way process has highlighted to us the enormous benefit of deanery churches working more closely together. Now that we have developed this shared vision, we are very keen to build on our new cohesion by doing things together whenever we can, such as training, and celebration and prayer events. We also propose an oversight group acting under the auspices of the deanery synod, called the Deanery Evangelism Group potentially including members of the On the Way leadership team, meeting regularly to hold ourselves to task and for sharing best practice and resources etc. It would also be tasked with exploring how we might co-ordinate our activities better with churches of other denominations where appropriate.

For four parish priests in four ministry areas, together with eleven Licensed Lay Ministers (Readers) and eight PTO clergy and one SSM clergyperson, and four standard contributions to central diocesan costs, the forecast MMF required for 2023 is £283,260.

We believe the level of MMF achievable in 2023 based on congregations still recovering from the pandemic is £210,000

In blue, the realistic MMF contributions for 2023

In red, the forecast deficit for 2023

Ministry area	Cost of proposed authorised ministry	MMF contribution estimates for 2023	Deficit
Five Saints	£70,815	£45,000	-£25,815
Redruth	£70,815	£66,000	-£4,815
Illogan	£70,815	£44,000	-£26,815
Camborne	£70,815	£55,000	-£15,815
	Totals	£210,000	-£73,260

As shown, this leaves an MMF deficit of about £73,000. In conversations with the diocese during June and July 2022, we have reached agreement that this deficit can be covered using the Lowest Income Communities Funding allocated to our deanery. This is on the understanding that an appropriate amount of the working time of stipendiary clergy is

spent on ministry which genuinely benefits the lowest income communities in our deanery.

Maintaining Small Congregations

The issue of closing a local church building is very difficult, and this plan does not attempt in any way to be the final authority on the matter.

All of the churches in this Deanery belong to ministry areas which also contain other churches, though there are a variety of PCC structures that oversee these churches. The impetus to simplify and streamline governance by constituting PCCs such that they oversee multiple churches is welcomed at one level. It is good that larger churches, for instance, can show Christian love and support for their smaller sister churches. However, it does also raise the possibility of smaller churches abdicating responsibility for their existence to larger churches - and this is not something those larger churches should be encumbered by.

This plan therefore recommends the concept of smaller churches committing to *minimum personnel requirements*.

Any constituent church of a single PCC should provide people to take up a variety of roles to enable the smooth and legal running of that church. These roles are specified below. There might be short periods of time when members of another church might volunteer to cover these roles, e.g. for holiday cover or sickness. But if it is clear that these roles cannot be covered from among the attenders of that church, then the future of that church must be questioned and ultimately that church may have to become a festival church (no weekly worship, but still used on special occasions), or look to the community to form a Trust to run the church building, or even close completely.

The roles to be covered in each church by attenders of that church could be these:

- a. A deputy church warden. This person may chair meetings of that church's management committee where appropriate.
- b. A vergers / sacristan who can prepare for services at that church
- c. A giving steward who can record and bank any cash collected at services, and encourage giving
- d. Someone to take a lead applying for grants for building repairs
- e. A minimum of two PCC representatives
- f. A local safeguarding lead person who has undertaken appropriate training.
- g. Someone to oversee health and safety in the church

Clearly two or more of these roles could be performed by the same person.

4.4. Rural Dean Overstretch

This plan makes no special provision from deanery resources to cover the role of Rural Dean - rather the intention (subject to Bishop Philip's invitation to extend his term) is that Caspar Bush will continue in this role, alongside his primary role as parish priest in Redruth Team Ministry. The most onerous part of the Rural Dean's role is providing oversight for parishes during vacancies between parish priests. During the OtW process, at Caspar's request, the Diocese has undertaken to invite all Rural Deans collectively to engage with the Archdeacons to see how this part of the role of Rural Dean can be made more manageable.

4.5. Keeping the Main Thing, the Main Thing

The Main thing: The strong conviction of the Deanery OtW group is that the main calling of the church is to worship the living God, Father, Son and Holy Spirit, celebrating the abundant life that is in Him. It is also our strong conviction that, joyfully flowing from that worship, the church is called to share the good news of Jesus in both word and action so people are able to call on the name of the Lord Jesus, and be saved.

Keeping it the main thing: We believe that keeping this main thing, the main thing, will be instrumental in the church growing both in number and deeper discipleship. As a deanery, we want to reaffirm the central place of evangelism as an expression of our worship, and recommit our energies and resources to this work. We are convinced that, if the church doesn't share the good news of Jesus, no one else is going to. As a deanery, we will encourage each other in this commitment to "keep the main thing, the main thing" by meeting together regularly to learn, train, pray, worship, plan, and be accountable to each other. The need for an oversight group to hold us to this task is covered in section 8.2.2.

5. Listening

5.1. What God has been Saying

Our OtW group has enjoyed reading scripture using *Lectio Divina* (literally ‘divine reading’). We have listened to each other and to what we believe God has been saying to us through the bible passages and through one another’s insights, and prayer. We agree that the time spent has been very fruitful, and significant in setting the direction for our deanery plan. Passages considered: John 6:1-14 (Feeding of 5000); Luke 10:25-37 (Parable of the Good Samaritan); Mark 4: 30-34 (Seed scattering, mustard seed); Matthew 13:10-23 (Parable of the sower); Matthew 25: 1-13 (Parable of the Bridesmaids); Matt 28: 18-20 with Romans 10:13-15 (Proclaiming the good news of Christ); John 15: 12-17 (Chosen to bear lasting fruit); Ephesians 4: 7-16 (One body, different Christ-given gifts); Acts 5: 17-24 (God’s power; the apostles resolve); John 4: 1-26 (Water welling up to eternal life); Acts 2: 14-21 (The transforming power of the Holy Spirit outpoured). The passages have spoken to us about:

God’s abundance. We’ve reflected on the generous provision of God. We believe that Christ, limitless in creative power and full of compassion for those in need, takes the little we have and makes much of it to bless the world. We recognise our need to have God’s abundant compassion and love for our neighbours, and to show mercy as He does. We look to Christ as the inexhaustible source of spiritual life for those who trust Him and who ask Him for living water. We reaffirm that it is God who supplies all that we need and that it is our relationship of trust in him that is of paramount importance. Rejoicing in the gifts that Christ has already given to equip the church for works of service, we look to Him to continue to give the gifts we need to build the church. We acknowledge that God may call us to pursue different ministries but that we are one body, and that for now our vision should be summarised in this statement: *living God’s abundant life and sharing the good news of Jesus.*

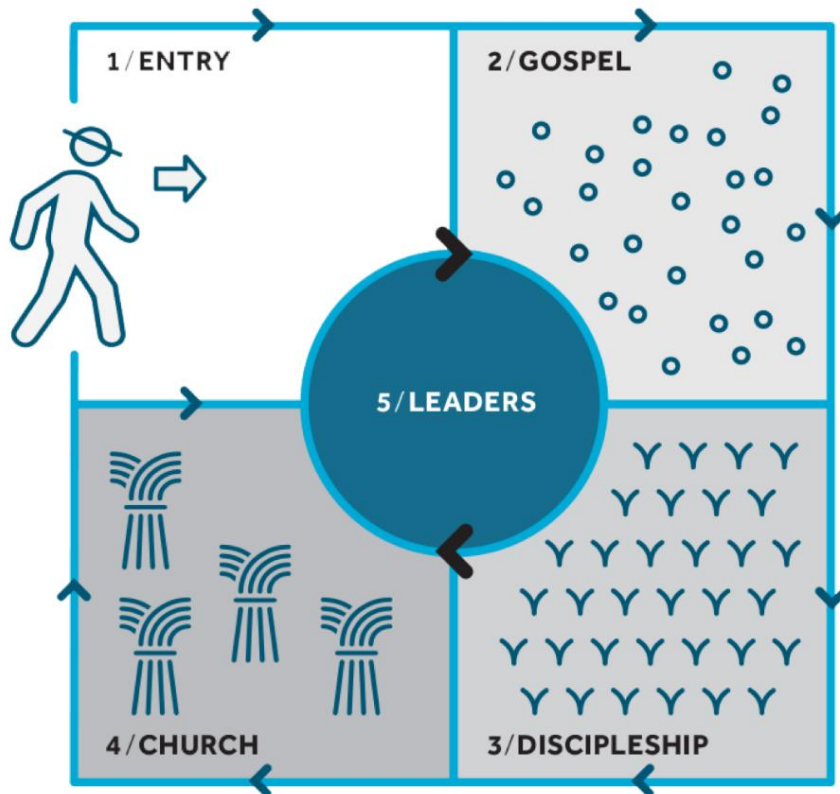
The division of human and divine responsibility. We have been reminded that our work is to scatter the seed of the gospel (and to water it!), but it is God who gives it life, not us. We celebrate the freedom this gives us not to worry about where we scatter the seed, or ultimately whether it grows and produces a harvest, but to undertake our work as ‘seed scatterers’. We reaffirm that ‘seed scattering’ is of paramount importance to the harvest, and as followers of Christ, we commit ourselves anew to this work. Just as seed-scattering is foundational to the harvest, we believe our work of sharing the good news of Jesus is foundational to people coming to faith in Jesus Christ. It is only by calling on the name of the Lord Jesus that people are saved; yet to call they need to believe, and to believe they need to hear, and to hear they need someone to tell them.

Telling is our responsibility. The church is called to ‘Go, and make disciples of all nations’. Yet this is also primarily God’s mission. He is at work in the world and it is His mission in which we participate. This directs our confidence away from ourselves and our weakness, to God and His infinite power to heal, save and transform. Us in Him and He in Us. We are reminded that evangelism, in its most faithful form is far from a dry duty, but rather a natural, joyful and loving expression of our living relationship with

Christ; it is the living water we have received, overflowing to others as naturally as water from a fountain. We share the good news of Jesus, not as unloved servants but as Christ's friends, loved, chosen, knowing God's plan of restoration and recreation, bearing lasting fruit, a people of love and grace. We have confidence that, in these last days, God has poured out His Holy Spirit on all people without distinction, empowering His people, making us bold, bringing forth fruit. We know that our relationship with God needs to be vital and it is our conviction that there is a work to do in our own hearts and within the churches of our deanery, to bring about divine renovation. We have found various other resources helpful in thinking through our priorities and the shape of our mission:

1. The 'Go and Make Disciples Video: https://youtu.be/oJWkQ9UP_m8.
2. The four fields diagram:

Mark 4:26-29



1. Entry - Key Question: How we enter the field?
2. Gospel - Key Question: What do we say?
3. Discipleship - Key Question: How do we make disciples?
4. Church - Key Question: How do we form new churches?

Nathan and Kari Shank 2007

5.2. What People Say About Us

The Community Survey gave the church building as the main attraction for past attendance (72%), the people they met in church (54%) came second and the churchyard (51%) third. Connection to family history and weekday activities were other popular answers. When asked why they had stopped going to church 'lifestyle change' was the most popular response. 'it wasn't meeting my spiritual needs' came next followed, sadly, by 'I didn't feel welcome.' Only 67% of respondents claimed to have any sort of faith, but 72% said they would miss their local church if it were to close.

When asked "what should be the priorities for their local church to offer the community to fulfil its mission" 'food banks' topped the list, followed by a 'bereavement café', youth group, community meal club and coffee mornings. Clothing banks, campaigning on issues of social justice, and a community choir also got votes from more than a quarter of respondents. When asked what should be prioritised in spending the Lowest Income Community Fund there was some overlap with food aid and provision coming top of the list, followed by young people and children, cooking lessons, financial education/advice, clothes bank/aid, maintaining the church as a community hub and the elderly. The full report of this survey is attached at Annex 2.

6. Actions

6.1. What God Is Doing

Details of what God is doing in and through our churches and the work of the Transforming Mission team can be found above in section 2.2 'Our Churches'

6.2. Current & Aspired Fruitfulness & Sustainability

Our five priority areas for fruitfulness and sustainability are dealt with in section 7.0 below 'Vision and Missions Priorities.' The remaining seven are covered in this section.

Creation Care

We recognise that Creation Care and especially concern about Climate Change is at the top of the Diocese's agenda at the moment, with Diocesan Synod and a Bishop's Study Day focussing on this subject, and the very real challenge of Net Zero Carbon by 2030. Though for reasons given elsewhere this is not actually one of our stated priorities in this plan. However, we are delighted that some of our churches have Green Church awards, and that in Chacewater Church we have an exemplar for the Deanery.

St Paul's Chacewater has pioneered work on concern for the care of creation in the Deanery. They see themselves, and all who inhabit this planet, as caretakers for God's precious gift-the earth, the home he has provided for us with everything we need. This message is shared not only in their services, but out in the wider community, especially with people who either do not go to church, or for those who have no faith. The message is also publicised in the local What's On and village Facebook sites and by leading by example with their activities. They work hard to ensure that the village actually sees them in action! Some of their best conversations about the church in general and about their GREEN work have been while shopping in the village, queueing at the post office or at the hairdressers!

"St Paul's believes that God reveals Godself through creation, its diversity and beauty. The focus on creation is helping others to encounter God through creation. At the moment, the carpet of bluebells throughout the church yard is breath-taking, for many an opportunity to be still and encounter the living God" All are encouraged to take time to sit, see and hear and take in all the beauty and cleverness of God's creation, from the flowers to the birds!

When we are out and about or holding a sale up at the church, we take the opportunity to talk to those who do not normally come to church to worship, but like the sales and events. We invite them to come along, sit at the back and just listen, hear what we are up to! Our church is a community building to be shared!!!

Life-giving leadership

All of us who lead aspire to do so in an increasingly life-giving way! Pressure of time in this process has not permitted further exploration of this area at this stage.

Diversity of calling

One of the significant Bible passages we considered in our Lectio Divina time was Ephesians 4 (see 5.1 - what God has been saying) about the variety of gifts God gives to those in his Church. In the variety of posts to be filled with LICF funding we are anticipating that some will be filled by those from within our existing congregations. It will also need to be a continuing area of teaching, to encourage our church members to keep seeking God as to their calling, and nurturing new vocations of all sorts.

Money

All our churches have suffered reduced income since the start of the Covid-19 pandemic, and in many cases because of the death of previously generous givers. Our earnest hope and prayer is that as our renewed vision takes root, God will bless us with a growth in numbers of church members, and in turn with greater income, such that some of the LICF which this plan allocates to supporting MMF can instead be diverted to projects which directly benefit our poorest communities. We have been reminded often that *God is not poor*, and also that God's provision for us is potentially a far greater thing than what the Church Commissioners may choose to give us! We are keen to augment any future additional LICF income by applying for grants for relevant activities (for example Parish Nursing in other situations has managed to attract external grant funding).

Buildings

Our buildings are wonderful assets, but sometimes also they can be millstones around our necks. We are keen to explore how to enlist members of the wider local community to help with maintaining our buildings, perhaps through informal 'Friends of' groups (though we do not advocate these run as independent charities). This report in no way attempts to give judgement on whether certain church buildings should continue to be home to worshipping congregations, or should be closed, as we believe the primary decision about closure should come from the affected congregation itself. However, we do offer a guide as to what functions need to be covered by members of any existing congregation in section 4.4.

Discipleship

For the purposes of this plan we believe the idea of *discipleship* to be similar to the area of *growing faith* which is one of our five priorities, so we have not attended to *discipleship* separately.

The Global Church

We celebrate the existing links which some of our churches have with churches in Tanzania, Kenya and Belgium. Time has not permitted us to explore this area more fully at this stage.

7. Vision & Mission Priorities

Five priority areas for fruitfulness and sustainability

Through our prayerful deliberations, and following on from 5.1 *What God has been saying*, our vision is summed up in this statement:

Living God's abundant life; sharing the good news of Jesus

Sharing the good news of Jesus

A very rich seam of what we have discerned has been related to the metaphor of sowing seeds, alongside the imperative of Jesus' Great Commission to make disciples of all nations. In our churches we are privileged to have all sorts of well-established connections with the communities we serve through schools, community groups, occasional offices and civic links etc. However, we believe there is huge scope to be much bolder in making our encounters with those we connect with more deliberately evangelistic - rather than assuming people will 'pick up' the good news simply by osmosis - or by coming into our church buildings. We anticipate that our newly formed deanery mission group will be a rich place of learning, encouragement and of challenging ourselves to keep this urgent priority in our minds at all times. So for example, every parish is involved in weddings. In the language of the national group Leading Your Church into Growth (LYCIG) how could we 'turn up the temperature' so that both marriage preparation and the wedding service itself can have a warm element of gospel invitation about it? Not at all to force the gospel down people's throats, but to find creative way to invite people to consider the gospel for themselves. Likewise with so many other ways we encounter people in our wider communities.

Living God's Abundant Life

However, this clause *Living God's Abundant Life* comes before the *sharing* clause. Because before we start *doing* things in God's service, we start by simply rejoicing that we *are* part of God's people, and that God has blessed us with the extraordinary gift of new life in Jesus! Life in all its fullness! This is our starting point, so that when we come to share the good news of Jesus we do it from a place of really *knowing* that fullness of life ourselves. Sharing the good news, in all the contexts we do that, is then a natural outflowing of the abundant life we already know for ourselves.

Our Mission Priorities

As part of our discernment process, we invited members of the OtW leadership team prayerfully to think about all the ways our churches might interact with the wider community - both in things we already did, and could do more of, but also in new ways. We then held on to these ideas for a fortnight, having allotted each one into one of the 12 areas in the fruitfulness and sustainability charts. The next time we met we

prayerfully carried out a process of assessing how much priority each of these might be given, and in that way we arrived at these five priorities:

From the section *fruitfulness*: The Poor; Schools, Children & Youth; Community Life

From the section *sustainability*: New Faith; Growing Faith

Interim review in 2025

While we stand behind the vision in this plan with great confidence for the next ten years, we are conscious that there are various unknowns in the years ahead, and therefore we recommend that a significant interim review takes place during 2025. TM Camborne is due to finish at the end of 2025, so reviewing this plan then will therefore give us a chance to assess (1) how our LICF spending is actually benefiting those it is intended to help

(2) whether diocesan support will enable some TM posts to be sustainable beyond 2025.

8. Our Plans

8.1. How We Expect To Change

How we expect to change spiritually

The OtW process has given us opportunity to reflect on our glorious Christian privilege - namely, to know and to enjoy the abundant life that is to be found in God, Father, Son and Holy Spirit. Crucially, we have been reminded that it is the divine Life of God that empowers and sustains us and which gives us joy, even as we face trial and challenges. Conversely, it is when we resort to ministering in our own strength, as might any other organisation or institution, that we struggle to fulfil our central calling as light in the world, and messengers of God's reconciling work in Christ.

We believe it is important, therefore, that our churches know, experience and enjoy God's abundant life - life in all its fulness! Joyful, loving service is the most authentic expression of our relationship with God, and our work as the church is most effectively undertaken when it flows from our delight in, and love for, God.

It is hoped that, as groups in our deanery prepare and train for sharing the good news of Jesus, they will be refreshed in joy and worship.

We have already begun to run Alpha courses in parishes in the deanery, and we expect that those and other seeker courses, and training to share the gospel, have an important role to play too.

How we expect to change structurally

It is not our proposal that the deanery undergoes radical structural change. However, there are some significant new appointments envisaged. We intend that any new LICF-funded posts will be held by people with a strong gifting for evangelism, not to replace but to augment the wider evangelistic responsibility of the *whole* church in Carnmarth North.

One other proposal, as has been mentioned in the executive summary, is to form a Deanery Evangelism Group to encourage accountability for our renewed commitment to evangelism.

How we expect to change functionally

A priority of the Deanery Evangelism Group is to make every effort to ensure that our resources of time, money and gifts are particularly directed at pursuing our deanery vision of *Living God's abundant life, and sharing the good news of Jesus*.

For example:

PCCs - we recommend that *evangelism* becomes a standing item and at the top of the agenda for every meeting - keeping the main thing, the main thing.

Deanery Synod - again, we agree that evangelism and issues relating to it should be a priority of the deanery synod, and each agenda should reflect this.

Training - we recognise that we need to give careful thought to planning and offering training opportunities for the whole deanery, related to our focus on evangelism and our five identified priorities.

Seeker Courses - We want to ensure that seeker, or faith discovery, courses are available at all times somewhere in the deanery for seekers to access, the Alpha course being just one example.

Life Events - All relevant ministers in the four parishes will regularly discuss making the most of Christenings, Weddings, Funerals and other occasions to raise expectations of their evangelistic potential.

Letting other things go - it is acknowledged that, if evangelism really is going to be where our resources of time, money and gifts are focussed, others things which don't contribute to our vision will have to be let go or refocussed.

With the exciting new possibilities opened up by agreed and potential LICF funding, we eagerly anticipate spreading the seed of the gospel by word and deed more widely than we have previously done to groups who have been on the margins, whether trapped in poverty, members of the younger generations of whom 95% are unchurched, or other vulnerable groups. We would also expect this new demographic to impact and enliven church life.

8.2. Specific Actions and Projects

8.2.1 How we should spend our allocation of LICF

Our deanery has been allocated £132,000 per year of Lowest Income Community Funding (LICF). As explained above, we recommend spending £73,000 on supporting the MMF which our deanery needs to pay to cover authorised ministry.

In addition, at a cost of £53,500, we wish to appoint a stipendiary priest to be an enabler of evangelism and other pioneering mission projects to the most deprived areas of the deanery, as well as to lead the team of other lay staff as and when funding for those posts becomes available. A draft job description for this stipendiary priest is contained at Annex 4.

Total LICF available	£132,000
Covering the MMF deficit	£73,000
Employing Graham Adamson in a new role	£53,500
LICF balance available for other purposes	£5,500

In mid-May 2022 the Church Commissioners announced new LICF funding, which we believe will be awarded for specific projects, but the details are not yet known. In time we hope such funding will be able to fund the following posts:

1. A Christians Against Poverty support worker (or two part-time workers)

The work of the national organisation Christians Against Poverty fits exactly with our priorities to help the poor, and to share the good news of Jesus. There already exists a CAP centre manager based at Redruth Baptist Church, and they are very keen to explore collaboration with us on this. It may well be that we employ CAP support workers

(perhaps 2 x part time?) to work from our churches, but alongside the Baptist's CAP centre manager. Or it maybe appropriate to start a new CAP centre with its own manager, for instance in Pool or Camborne.

2. A part time Parish Nurse concentrating on schools and families.

Parish Nursing Ministries UK is a national organisation which provides training and support for parish nurses, with the aim of providing whole person healthcare through the local church. See <https://parishnursing.org.uk/how-we-help/> (but note that parish nurses do not provide medical care themselves - this project is about support for those with medical needs)

Redruth Team Ministry is particularly keen to recruit a part time parish nurse, having got quite far along the process of doing this some years ago, but failing to find a suitable person. Although when the funding is available this would be an open recruitment process, we now have a person (a registered nurse), who herself came to faith through one of our churches and feels God is calling her to this ministry.

To fit with our priorities, the parish nurse would make themselves available via schools (pupil premium families only) and doctors' surgeries, and would therefore not work with older people. There is of course massive need for this sort of support for the elderly, but this plan is prioritising work with children and families. The parish nurse would also connect with families through church-run activities like toddler groups etc.

3. Two youth worker trainees taken on through South West Youth Ministries

Steve Robinson already has a successfully track record in hosting and training SWYM trainees in Illogan Parish, and if funding can be found, we would love to build on that experience and to recruit two trainees. The exact scope of their work within the deanery would need to be agreed at the time of appointment.

4. A children and families' worker

In the work of Becky Lines at TM Camborne we have an exemplar of children and families work, and we would like to recruit a children and families' worker to enable similar activities to happen more widely across the deanery. The new appointee will work closely with Becky, but be tasked with enabling work with children and families across the other three ministry areas.

All appointees to be evangelists!

One of the key attributes of every appointee will be a passion for living God's abundant life and sharing the good news of Jesus.

Employment Basis

In view of the expertise available at Diocese level, we think it would be most efficient for the Diocesan Board of Finance to act as the employing body for any LICF staff posts, with local line management. This would simply be a continuation of the case at it is currently with TM Camborne.

8.2.2- a new Deanery Evangelism Group

We propose the setting up of a Deanery Evangelism Group, probably set up as a further sub-committee of the Deanery Synod, meeting regularly to hold ourselves to task and for sharing best practice and resources etc. We intend that the membership includes each of the four parish priests, to signal how important its work is, and to give maximum chance of its work filtering down into the life of each of our churches.

The group will have an overseeing role, and will work very closely with Graham Adamson, the new deanery evangelism enabler, whose role in this group might be likened to a chief executive. Given Graham's overseeing of any other employed LICF posts, this should ensure that those employed in these LICF posts really understand the priority of evangelism in their roles.