



INTERIM PASTORAL PRIEST

DEANERY OF KERRIER

Profile & Statement of Needs **2025**





↑
A Deanery
Tea event



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OUR BISHOP

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

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

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

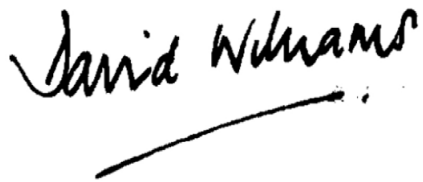
So we seek clergy who are faithful in prayer and worship, and who are missional in imagination and heart; those with a pastoral passion for people and communities and their flourishing. We are looking for joyful and hopeful disciples and ambassadors of Christ: people who share the Gospel with energy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



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

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

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

A handwritten signature in black ink that reads "David Williams". The signature is fluid and cursive, with a long horizontal stroke underneath the name.

THE RT REVD DAVID WILLIAMS
BISHOP OF TRURO

*So we seek clergy who are
faithful in prayer and worship,
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OUR ARCHDEACON

The model of Oversight Ministry requires the enabling of the gifts and callings of others to be expressed such that all the people of God are growing as disciples, equipping the lay and ordained leaders and the people in the parishes to work together as a team to the glory of God.

The approach in Kerrier takes this model of ministry further by combining it, in the person of the Strategic Rural Dean (to become Team Rector), with a Pioneer Priest. The people of Kerrier Deanery have been walking the path towards this model of ministry in this form for a couple of years now and it has not always been easy for them, particularly as there was a significant reduction in the level of stipendiary ministry provision in the deanery as it was introduced.

The deanery plan sought to balance the building up of the people of God within the churches with a missional drive to meet the spiritual and pastoral needs of the wider communities through the development of a Team Ministry and originally also envisaged resourcing some lay outreach workers.

Time, as they say, is a great teacher and this new interim post of Pastoral Priest represents a recognition that more dedicated stipendiary ordained ministry was required. In the first instance this will be a three year appointment made under Regulation 29 of The Ecclesiastical



Offices (Terms of Service) Regulations 2009 with an expectation that a decision will be made as to whether to make it a permanent post by the end of that period.

The parishes are therefore looking for a collaborative leader who will work in a team, participating in sensitively enabling the changes that are needed for these parishes to flourish together, ever more fruitful and sustainable. They also seek a leader with the requisite gifts and graces to invest in others, able to hold fast to their priestly calling while enabling the gifts of others to be expressed. And they are also seeking someone with a pastoral instinct to help to build up and resource the people of God and to share God's love with the wider community.

We are trusting God for the appointment of the right person for this next exciting chapter of faith and flourishing, worship and witness and my prayer is for a collaborative, pastoral minister who can participate in and encourage the life of these parishes such that God's name is glorified and His kingdom is experienced more and more here in Kerrier Deanery.

THE VEN CLIVE HOGGER
ARCHDEACON OF CORNWALL

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A MESSAGE FROM THE RURAL DEAN THE REVD HEIDI HUNTLEY

Welcome to Kerrier Deanery – the most beautiful place in the world many of us would say. As well as stunning views of land, sea and sky, the Lizard Peninsula has a rich variety of flora and fauna. If you want to spend your days meeting fabulous people, sharing pasties, surrounded by many of God's 'thin places', then this might be the post for you!

I am so excited to see our Deanery Plan coming to this point where we can recruit a third stipendiary priest as our Pastoral Lead across the Deanery. Our Pioneer Priest, the Revd Susie Templeton, and I are looking forward to expanding our team further to spread the Good News of Jesus Christ to as many as possible in this unique setting.

We are a small team working alongside many lay people, but we are passionate about seeing this Plan come to fruition. Kerrier's Plan is radical, but one where we believe we can best serve our people within our congregations and in the wider community. We would love to welcome a priest who has a similar passion to bring more people into a loving relationship with Jesus.



ON THE WAY

“On the Way” is the title the Diocese adopted for the re-organisation of each Deanery, to take account of changing circumstances to make them “fruitful and sustainable”. This is a precis of where we, in Kerrier Deanery, are “on the way”.

As a Deanery we knew that we had sufficient funding, from the Diocese and generated within the parishes, to employ 2 full time stipendiary priests and some support staff. We therefore decided to be radical and go for a Team Ministry, appointing a **Rural Dean/ Team Rector** (Rev'd Heidi Huntely) and a **Pioneer Priest/ Team Vicar** (Rev'd Susie Templeton). Our plan relies heavily on the development of lay leadership and the fantastic work of 9 PTOs, 1 House for Duty priest, Deanery Administrator (24 hrs a week), P/T Finance Officer.

Some of our churches have fully embraced these changes and enjoy the variety of priest-led and lay led services. Some of our churches have risen to the challenge of being pioneering – developing more links with their schools and communities and adopting things like Wild Church and using their buildings more creatively. However, not all churches have wanted change, and some have been vocal about that. In particular, they have missed the pastoral care, that having a dedicated incumbent could bring, hence the decision to look to appoint to this post.

Part of our On the Way plan, to foster the Team Ministry concept, was to create a single Benefice. This is at the stage of public consultation having been completed and the Church Commissioners reviewing all the written objections and supporting

CURRENT POSTS

We currently have the following trained, licensed and commissioned posts...



In addition, Susie has a couple of people exploring training as Local Pioneers.

statements. The result of this will not affect this appointment or the future of the Ministry Team. Chapter for clergy and lay ministers now meets regularly, Deanery wide training is well supported, people now know one another and share resources and ideas.

The Deanery On the Way prayer group meets via Zoom every week, regularly using this prayer, which sums up where we are – still on a journey!

Living and Loving God, the God of all our journeying, we give you thanks and praise that you are always 'On the Way' with us, walking step by step along the pilgrim path. God within us, God beside us, God behind us, God before us.

New-life giving, energy-breathing God, the God who loves to surprise us, open our hearts, our minds, our lives to all the new possibilities that will lie ahead on the way in the months and years to come. Help us to listen together to your Spirit's voice, calling, "This is the way – walk in it." Amen.



A busy church for the Constantine Christmas Market



OUR VISION

We are united as disciples and witnesses of our Lord Jesus Christ. With a team ministry and shared resources, we foster and develop the worship and work of our sixteen parishes. We seek to nurture our congregations, and to serve our communities, and to bring others to the knowledge and the love of God.



↑ Mullion bells village fete

MISSION PRIORITIES...

1. LAY MINISTRY

- We will foster discipleship, and train lay leaders.
- We will train teams of pastoral workers.
- We will train lay pioneers and assistants in work with schools.

2. MISSION & OUTREACH

- Within our congregations, we will help each other to live our faith and to express our faith.
- Beyond our congregations, we will use chiefly the approaches of Pioneer Ministry.
- 'Across the threshold', we will offer the hospitality of our churches to the community and to strangers.

3. CHILDREN AND FAMILIES

- Children and families are the main focus of current Pioneer activities.
- They are one focus of our Hospitality strategy.
- Our Baptism Policy is designed to connect families with the faith community.

OUR TEAM

An Overview of Areas of Responsibility for ministry, mission and training.

Oversight of all areas and of (indicative list): church wardens, clergy, lay leaders, worship rota, safeguarding, Deanery Synod, D.I.T., C.I.C.; and liaison with the Diocese (Bps, Dioc, Synod, AD etc.

Rural Dean
Team Rector

Pioneer priest
Team vicar

Acting
team vicar

Three Stipendiary Clergy	The lead for Pioneer Ministries esp. with Schools & Families	The lead for Discipleship and Lay Leadership	The lead for Pastoral Work
Development of particular lay ministries	Development and training of assistants and co-workers, esp. in work with schools	Recruitment and development of Local Leaders, Church Wardens etc	Development and training of teams of Pastoral Workers
Hospitality of our churches	Schools and pioneer events using our churches	Leadership with CWs and LLs on the hospitality of our churches	Co-worker with Rural Dean on the hospitality of our churches
Co-ordination of 'occasional offices'	Co-ordination of baptism ministry	Co-ordination of wedding ministry	Co-ordination of funeral ministry (and of associated pastoral work)

The Deanery plan has three key areas for growth:

1. Lay ministry
2. Mission and Outreach
3. Children and Families

Our Theology for Mission integrates these in a threefold strategy:

A. Within our congregations: we seek to be a community of disciples (= 'learners'), and to help our congregations to live their faith and to express their faith.

B. Beyond our congregations: we are adopting approaches of Pioneer Ministry to engage with others and to express our faith. This work currently has its key focus in work with schools and families.

C. 'Across the threshold': we seek to make our buildings hospitable and welcoming to the wider community and to strangers.

OUR CHURCH LIFE

Our Deanery
consists of...

21

Churches

- 16 with weekly services
- 2 with 2 services a month
- 1 with a monthly service
- 1 with services in the summer only
- 1 with 4 services a year

Historically most churches have regular Holy Communion services and lay led services are increasing. Most are 'middle of the road' with three which lean towards a more catholic liturgy. One church has slightly more evangelical worship. A few are ready to embrace more family friendly services.

These churches are currently divided into six benefices – Ministers deployed across the Deanery need to travel and many of the lanes are rural, travel times can vary seasonally!

Mileage from Germoe in the West to Constantine in the East

13.7 miles (approx. 30 minutes)

Mileage from Helston in the North to The Lizard in the South

11.2 miles (approx. 20 minutes)



↑ This map was compiled for the Diocese of Truro by Alistair Sutherland in March 2024 with digital data from Field Dynamics. It contains parish data supplied by the Commissioners of the Church of England, church location data from A Church Near You, and Ordnance Survey data reproduced with the permission of Ordnance Survey on behalf of HMSO. ©Crown copyright and database right 2024. All rights reserved. Ordnance Survey licences nos 100040148 and 100019918. Please note that some legal parish names may be abbreviated for clarity.

Benefice of

CONSTANTINE

1 St. Constantine

The church is home to Monty's, a well-used community café and has strong links with the village primary school.

2 Mission Church at Gweek

Benefice of

HELSTON & WENDRON

3 St. Michael's Church

in Helston serves as a civic church and is well used for concerts and other events. The adjacent church hall is well used by a wide range of church groups and local organisations.

4 St. Wendrona's Church

is situated about 2 miles north of Helston. It is well used by the nearby Church of England Primary School.



Benefice of THE MENEAGE

5 St. Manaccus and St. Dunstan Church

Manaccan is in a very picturesque spot, often frequented by walkers. There is a thriving village school nearby.

6 St. Mawgan Church

Mawgan Church has very strong links with community organisations, including the local primary school at Garras. It is a member of the Small Pilgrim Places Network.

7 St. Anthony Church

Set by the side of the Helford river, St. Anthony holds regular Evensong services and is lit by candlelight and is well used by visitors who swell the numbers over the summer months.

8 St.Martin Church

A very rural church set amongst farmland. Friends of St. Martin holds various social events throughout the year.



Benefice of

MULLION AND CURY WITH GUNWALLOE

9 St. Mellanus Church, Mullion

Situated in the centre of the largest village in Cornwall, the church is a focal point of the village, holding a wide variety of services and many community events. It has increasing links with the local secondary and primary schools.

10 St. Corentyn, Cury

The church is involved in community events and is a Small Pilgrims Place.

11 St. Winwaloe, Gunwalloe

Otherwise known as 'The Church of the Storms', St. Winwaloe is set away from the village, on the edge of the beach at Church Cove and is very popular for weddings as a tourist destination and even film sets!



Benefice of

SPIRE AND LIGHT

From St.Keverne in the north, one of the only churches in Cornwall with a spire, to The Lizard Lighthouse in the south.

12 St.Keverne

The church is set in the centre of the village. Inside is a Community Room, used by community groups and other church groups as a meeting place.

13 St.Peter's Church, Coverack

Set in a beautiful position overlooking Coverack Bay, the church is very busy with community outreach groups. It is well used by holiday makers in the summer season.

14 St.Rumon Church, Ruan Minor

Ruan is a busy village with a Church of England Primary School. The church is well supported by the 'Friends'.

15 St.Grada and Holy Cross

A church set in an isolated field south west of Ruan Minor with no electricity, holds regular candlelit Evensong services throughout most of the year.

16 St.Mary's Church, Cadgwith

A Tin Tabernacle, originally erected as a mission Church for local fishermen, services are held four times a year.

17 St.Wynwallow Church, Landewednack, The Lizard

The most southerly church on mainland Britain and set in a very tranquil position on the lane down the Church Cove and the Lizard Lifeboat. Well visited by people from all over the world as well as locals.



Benefice of

UNITED BENEFICE OF WEST KERRIER

18 St.Bartholomew Church, Porthleven

Set in the fishing port of Porthleven, the church is of modern catholic tradition.

19 St.Breaca Church, Breage

Well known for its ancient wall paintings, St.Breaca attracts many visitors throughout the year. Inside there is a Heritage Area to enable visitors learn about its history.

20 St.Germoe

St.Germoe is positioned in a quiet village. The congregation comes from a large area. It has a church hall nearby which is used regularly by the church and local community groups.

21 St.Sithney Church

The church is well supported by the community. It is the only public building in this very rural parish. Sithney is of a modern catholic tradition.



ROLE HIGHLIGHTS

Here are some of the main duties...

Working with the Rural Dean, Pioneer Priest and Deanery Implementation Team (DIT) to develop a strategy to deliver comprehensive pastoral care and co-ordinate funeral ministry across the Deanery.

Identifying the pastoral needs among our congregations and communities.

Setting up and training a pastoral team across the Deanery to enable home visit home Communion, supporting the bereaved, visits to care and nursing homes,

Providing support and best-practice advice for all clergy in the Deanery, for shared pastoral care responsibilities.

Leading and preaching at Sunday services and taking occasional offices as required.

Check the full role description for all of the details.



↑ Knitted poppies
in Mullion



THE PARSONAGE

**Constantine Vicarage, Chalbury Heights, Brill,
Constantine, Falmouth, Cornwall TR11 5UR**

Located close to the village of Constantine, and just 7 miles from the town of Falmouth with boating, beaches, cafes, shops, schools and transport links. Constantine Vicarage is a detached 4 bedroom property, with 3 reception rooms and a family bathroom. Off street parking. The property is set in spacious mature gardens, mainly laid to lawn, with a patio area, and there is a separate double garage.

On the ground floor: An entrance hall, fitted kitchen and 3 reception rooms, wood burning stove, and a WC.

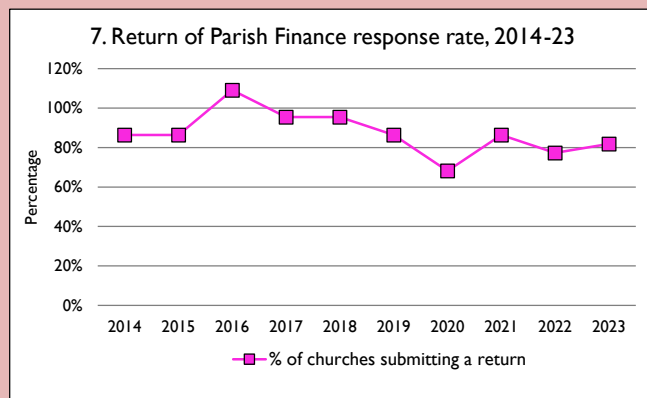
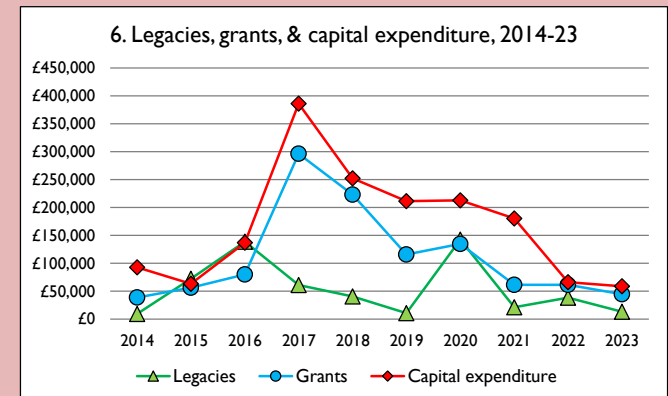
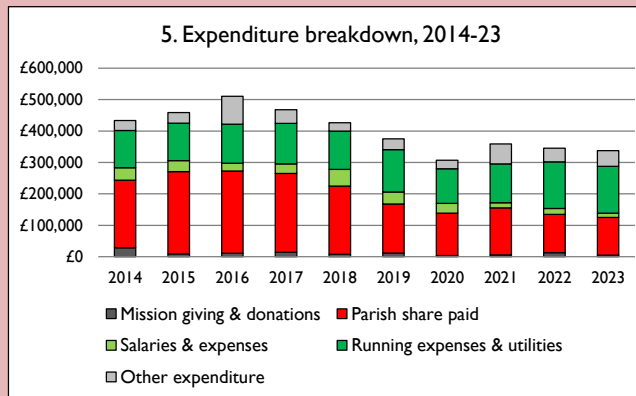
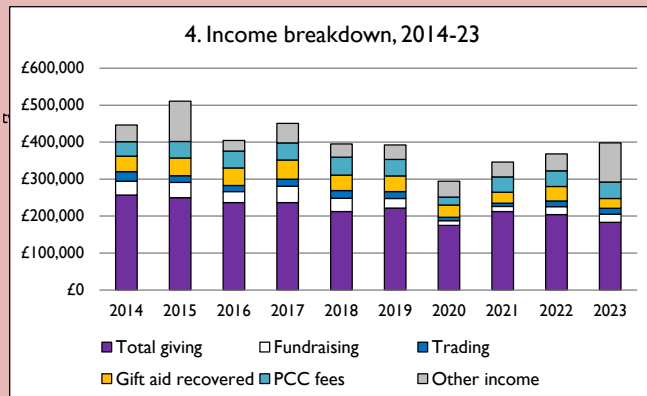
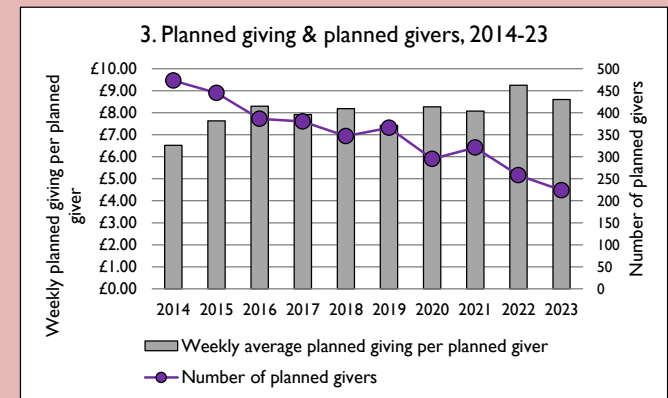
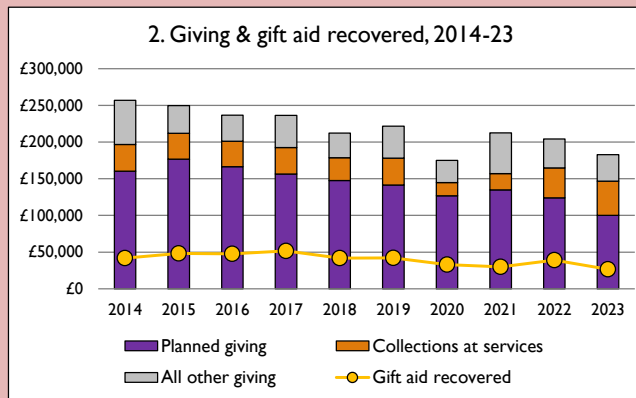
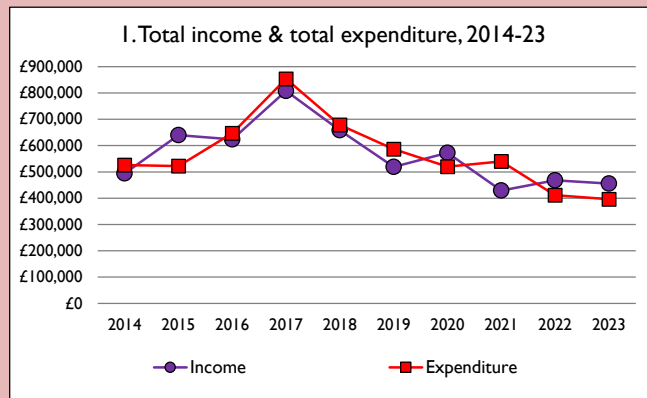
On the first floor: 4 double bedrooms, and a family bathroom has a separate shower and bath.

Outside: enclosed gardens with lawned area. Ample parking and a garage.

Heating: The heating is run by air source heat pump. There are also solar panels; this addition will be a benefit in contributing to the running costs.



FINANCE DASHBOARD FOR THE DEANERY OF KERRIER IN THE DIOCESE OF TRURO



Weekly average planned giving per planned giver (2023)

Deanery: £8.60

Diocese: £12.41

Notes & definitions

This dashboard contains figures for churches currently in the deanery. It includes **submitted figures & estimates** for churches that did not submit returns.

Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.

Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.

Graph 4 shows income other than grants and legacies.

Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including Special Appeals.

Graph 4: **Other income** = Dividends, interest, income from property + Any other income.

Graph 5 shows expenditure other than capital expenditure.

Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.

Graph 5: **Running expenses & utilities** also includes governance costs.

Graphs 1-6: Unrestricted and Restricted amounts have been combined.

For further definitions please see the guidance notes attached to the Return of Parish Finance:

<https://parishreturns.churchofengland.org/>

Number of churches in deanery (2025): 22

Number of parishes in deanery (2025): 16

Deanery code: 39103

Variations in figures from year to year may be the result of changes in parish/deanery structure, or imperfectly estimated figures for non-reporting churches.

Number of churches that submitted a return: 2014 19; 2015 19; 2016 24; 2017 21; 2018 21; 2019 19; 2020 15; 2021 19; 2022 17; 2023 18.

Produced by the Data and Analysis team, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 27/2/25.

Every effort has been made to ensure that data are reliable. We would be grateful to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org

SUPPORT & WELLBEING

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

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

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

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

The diocese offers:

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

SAFEGUARDING

This parish recognises that the care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church.

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

Our approach ensures that we promote [The Church of England Safeguarding Policy](#) statement based on five foundations and offers six overarching policy commitments:

- Promoting a Safer environment and culture,
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the Church,
- Responding promptly to every safeguarding concern or allegation,
- Caring pastorally for victims/survivors of abuse and other affected persons,

- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons,
- Responding to those that may pose a present risk to others.

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



→
The congregation
singing at St Martin's
Harvest Festival

AMD PROGRAMME

Accompanied Ministry Development Programme for Ministers with Oversight Responsibility – The Programme is a series of six 2-day residential colleges held over approximately 12 months, interspersed by Action Learning Sets/Reflective Practice Groups. Much of the input for the colleges will be provided by CPAS who have developed a programme for Oversight Ministers. The colleges are supported by a diocesan based Facilitator, Chaplains and Reflective Practice/Action Learning Group Facilitators. Cohorts will usually have 12 participants from across the diocese. The programme offers time to be together, to pray, study Scripture and learn from and with each other.

College 1 – New Reality and Role

Beginning with the missional vocation of the Church we will explore the challenges and potential benefits of operating as an oversight minister and begin to unpack the changes that that requires.

College 2 – Strategic Missional Leadership part 1 – adaptive leadership

How can oversight ministers lead strategically in the complexities of multiple communities, keeping mission and evangelism at the forefront of activity, whilst they and the leaders they lead are experiencing the unknowns of transition?

College 3 – Strategic Missional Leadership part 2 – translocal leadership

Building on College 2, what key principles and practices do oversight ministers need to lead well with others across many different locations, animating healthy church culture and discerning God's direction?

College 4 – Forming and leading an oversight team

How can oversight ministers lead well with others, leading a team leading teams, identifying roles, developing new leaders and ensuring good governance?

College 5 – Identifying, equipping and managing leaders

How can oversight ministers best support, equip and release other leaders in a multi church setting, communicating well, giving feedback, developing supervision and line management skills and handling conflict creatively?

College 6 – Self leadership and care

How can oversight ministers care for themselves in this new role, modelling Christ like leadership in the whole of their lives?

LEARNING OUTCOMES

By the end of these colleges participants will be able to:

- Explain their role as Oversight Minister
- Identify the gifts and skills you contribute to the role
- Begun to practice new skills as an Oversight Minister
- Formulated an action plan to enable effective oversight ministry.
- Appreciate the scale of change required for effective oversight ministry for them, the benefices they serve and those they lead with.



→
**A full spread
at St Martin's
Harvest Festival**



MORE INFORMATION

If you would like to find out more about our diocese, please visit our website trurodiocese.org.uk.

For more information on clergy vacancies, please contact the archdeacons office by emailing archdeacons@truro.anglican.org.

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