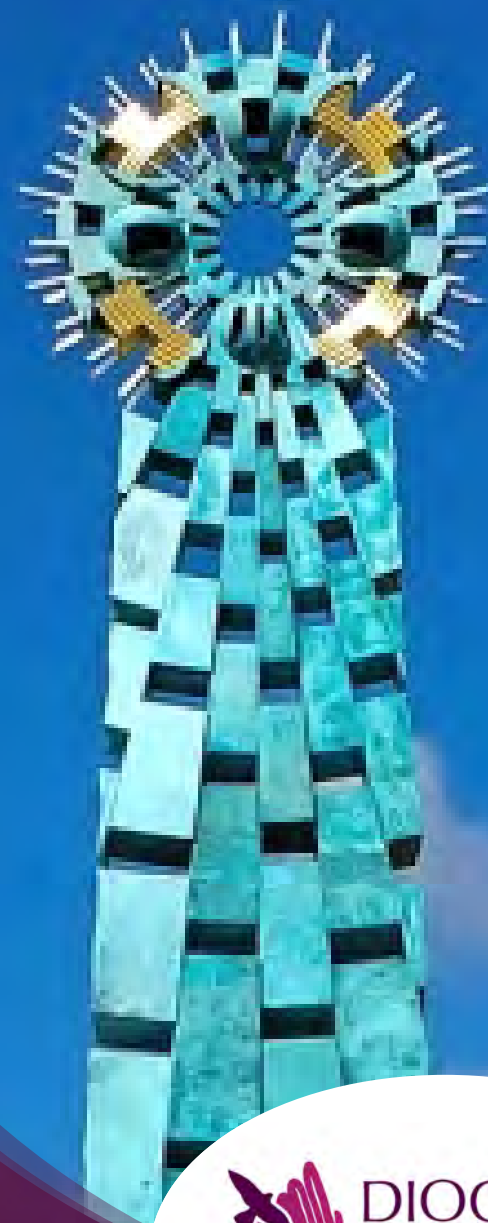


ASSOCIATE PRIEST (HOUSE FOR DUTY)

THE DEANERIES OF EAST & WEST WIVELSHIRE

PROFILE & STATEMENT OF NEEDS

2025



DIOCESE
OF TRURO

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↑
A warm welcome awaits
the successful applicant



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

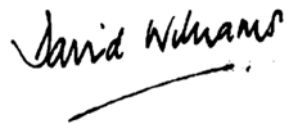


energy and commitment, in word and in deed - and above all with love - and who enable the communities they lead to do the same.

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 written in a cursive style with a long, sweeping underline.

THE RT REVD DAVID WILLIAMS
BISHOP OF TRURO

OUR ARCHDEACON

I am delighted to be able to share news of this new post with you, because it seems to me to be the very best of opportunities. It offers a lovely part of Cornwall in which to minister, great colleagues, a rich breadth of church traditions, and a very realistic house for duty role in which a priest will be properly able to focus on mission and ministry without some of the governance and building related elements that often consume an incumbent's time.

We are seeking an Associate Priest (house for duty basis and to be licensed as Assistant Curate) who will give some extra capacity to a pair of deaneries and specifically work at the direction of the Strategic Rural Dean (SRD), supporting them in their role and offering ministry in benefices at the invitation of incumbents.

We need someone who is able to minister in a flexible way, often across a wide area; who will rejoice in exercising pastoral care, participating in occasional offices and leading worship in a variety of contexts as the need arises; supportive of the Strategic Rural Dean, the deanery plan and the developing pattern of oversight and local ministry.

The new role of Strategic Rural Dean is explained more fully in the job description, but what we are seeking to achieve is leadership



in taking forward the deanery plans that have been so carefully discerned and crafted in each context. We don't want the additional responsibility being held by Strategic Rural Deans to come at the expense of parish ministry and therefore in each pair of deaneries there is a support package for SRDs including a 'house for duty' colleague to ensure that capacity within the parishes is maintained. Thus this role is 'properly' part time in nature without expectation that the office-holder will minister full-time; we are seeking Sundays plus two weekdays. In return we offer a lovely four bedroom property in Landrake, a diocese committed to clergy wellbeing, and the opportunity to be part of something new and exciting.

If you would like to find out more please read on and do get in touch for a conversation with me or one of the Strategic Rural Deans.

THE VEN CLIVE HOGGER
ARCHDEACON OF CORNWALL

OUR STRATEGIC RURAL DEAN

Welcome to the wonderfully named Deanery of West Wivelshire. It is a place that encompasses all the best that Cornwall has to offer – from moorland to beautiful beaches, rolling countryside and picture-perfect seaside ports. The population is concentrated in the towns of Liskeard and Looe and encompasses thriving villages, hamlets and isolated farms.

South East Cornwall is a wonderful place to live and minister. It is well connected with the rest of Cornwall through road and train links and visits 'up country' – what the Cornish call the rest of the UK – are superb.

The deanery consists of 17 parishes across five benefices. We have a strong and cohesive Chapter of five incumbents and a curate with strong support from PtOs and a talented and growing lay leadership team.

We are a small (yet perfectly formed) and supportive Chapter, which values encouragement, fellowship, prayer, collaboration and the occasional pub lunch rather than simply downloading information.

Along with every deanery in the Diocese of Truro, West Wivelshire is implementing our Deanery Plan that gives focus for our worship,

discipleship, and mission and ministry in this beautiful part of South East Cornwall. At the heart of the plan, and the focus of our activities, is to engage across our communities to be and bring the good news of Jesus Christ to everyone. In particular, the Deanery Plan is to develop our work with families and young people and those parts of our community where there is poverty and social disadvantage.

The changes that we are looking to see in the deanery are significant and important, and so I am looking for a part-time colleague to support me in my parish ministry. If you are someone with a pastoral heart and a passion for mission who is prepared to join in with the life of the deanery and the Looe Valley Benefice, then I would love to talk to you. As well as regular Sunday worship where there is scope to become a focal minister, there are opportunities to minister in schools and care homes together with a steady flow of occasional offices and pastoral visits. We are looking for someone who is flexible over how and when they work within the limits of a House for Duty post.

THE REVD BEN MORGAN LUNDIE
STRATEGIC RURAL DEAN FOR
WEST WIVELSHIRE

OUR STRATEGIC RURAL DEAN

East Wivelshire is the deanery which covers the South-Eastern corner of Cornwall, following the River Tamar to Rame Head, then along the coastline to Donderry, including dozens of villages, farmland and three prominent towns of Callington, Saltash and Torpoint.

The deanery consists of 32 churches located in 19 parishes, which are in the process of pastoral reorganisation into three new benefices, whose new names further characterise the land they cover: Kernow Gateway, Kit Hill, Rame and Rivers. Saltash connects directly with Plymouth across the Tamar Bridge. Following the decline of farming, fishing and mining, there are some significant areas of deprivation. There are a number of historic estates which still own portions of the land.

Our clergy chapter includes four full-time stipendiary priests plus another House for Duty post. But the mission and ministry of four churches is greatly supported by a large team of Readers and other Lay Leaders, plus support from a good number of clergy with Permission to Officiate.

The four current priorities in our Deanery Plan aim to harness the potential of that team by:

- Support, training and resourcing our team of Lay Leaders and Clergy
- Children, Young People, Families and Schools – a range of accessible

opportunities for younger generations to find and explore faith

- Discipleship – range of opportunities to nurture and grow in faith for all age groups
- Community Engagement – listening to and learning from the communities around our churches, to discover how we can best serve people

We are looking to share a new House for Duty post with our next door partner deanery (West Wivelshire). We need someone who can commit to assisting local incumbents in their ministry to certain parishes, leading Sunday services, occasional offices, pastoral visits and other aspects of mission and ministry, according to your skills and experience. Specific areas of responsibility will be reviewed annually and may well change according to need.

The post comes with a four-bedroom house in the village of Landrake, which is ideally located close the A38 main road route.

THE REVD MICHAEL JOHNSON
STRATEGIC RURAL DEAN FOR
WEST WIVELSHIRE

EAST WIVELSHIRE

THE AREA

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

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

Agriculture, some limited fishing and boat building, food production, light industry, education and tourism provide the main employment

within the deanery, with many making the commute to Plymouth with larger employers being Derriford Hospital, the University of Plymouth, and the naval dockyard. The Royal Navy Training base is at HMS Raleigh in Torpoint and there is a large military community around this area. The total percentage of the deanery population in income deprivation is estimated at around 10%, which broadly follows the population, so it is not just a problem for the more urban areas. Housing affordability is a particular problem within Cornwall and a recent report from the Institute of Cornish Studies' Social and Economic Research Unit concluded that "whilst there are variations in house prices and rents across postcodes, there are very few postcodes where there is no affordability crisis".





THE DEANERY

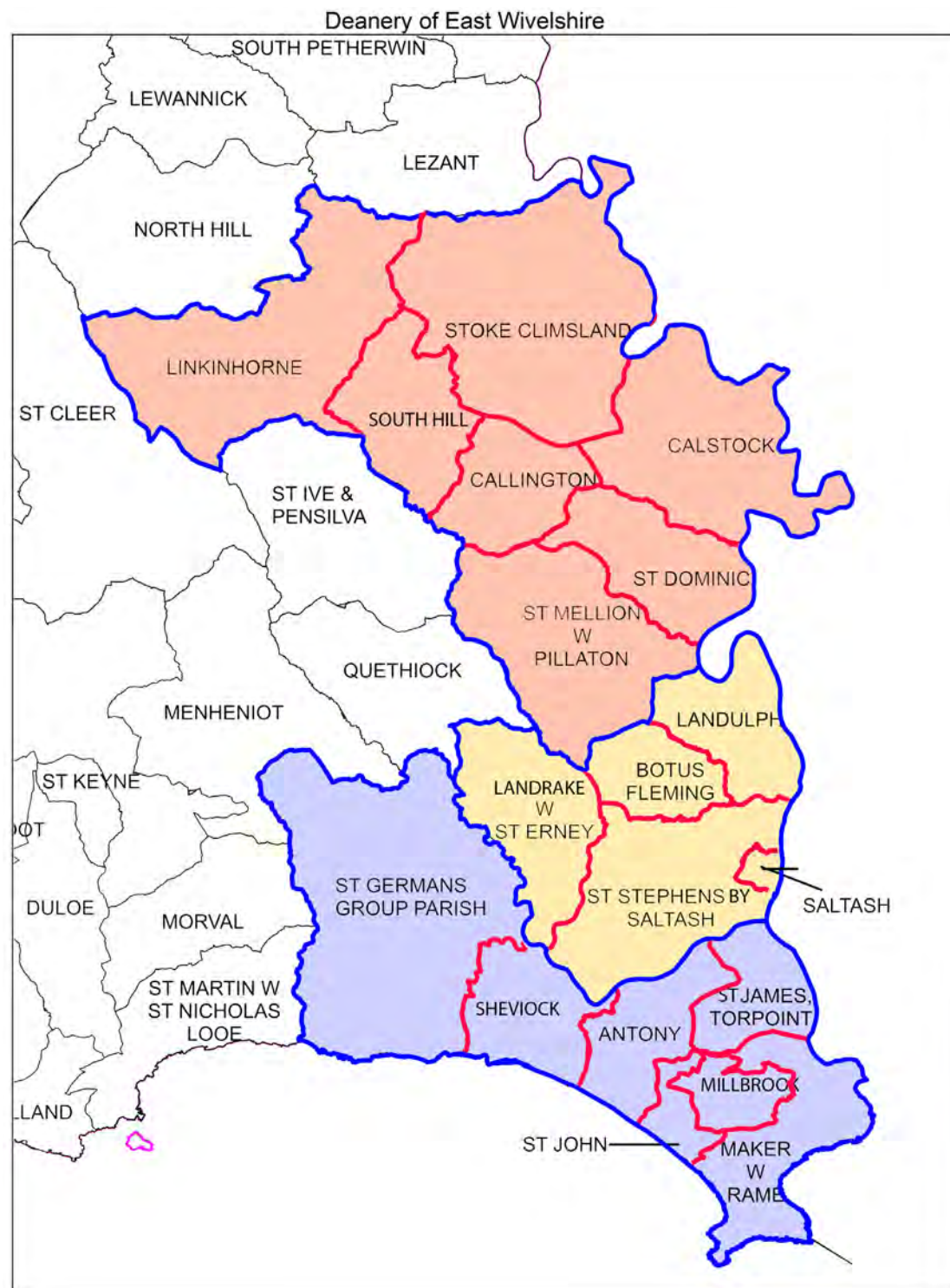
The Deanery of East Wivelshire is one of six in the Archdeaconry of Bodmin. It comprises 19 parishes, mainly small and rural in nature but with some larger villages/ small towns. The parishes are grouped currently in five benefices; the deanery plan envisages three benefice groupings in future and pastoral reorganisation is underway to make that a reality.

The vision of the Diocese of Truro is summed up in The Saints' Way and since 2020 all of the deaneries of the diocese have been engaged in a process called of consultation, prayer, discernment and planning to develop plans for mission and ministry that is both fruitful and sustainable into the future.

The Deanery Plan for East Wivelshire was approved by deanery synod at the end of June 2022 by a 68% majority, each benefice represented in the voting. You can access the Deanery Plan and Annual Plan (2023) [here](#).

Since then there has been some good progress in some areas, most notably in the recruitment of clergy, some of the pastoral reorganisation, and working through an established CAP Debt Centre Manager at Liskeard to extend that provision across SE Cornwall.

The Strategic Rural Dean, Reverend Michael Johnson, heads up an implementation team for the deanery plan and new task groups are



forming each with a focus on one of the strategic priorities for the deanery over the next 18 months:

- Developing Lay Leaders
- Children, Young People, Families and Schools
- Discipleship
- Community Engagement

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

There is a variation in service patterns in each of the existing benefices, ranging from holding a weekly Sunday Eucharist through to Morning Prayer, Cafe Church, Informal, Family and All Age worship. These services are both priest and lay led. Equally, some are able to offer regular weekday Eucharists in some of their churches, others are not. Overall, there is a strong emphasis on Eucharistic worship. There are concerns about sustainability of some patterns of worship coupled with a desire to develop alternative expressions of worship alongside more traditional services. Clearly, some congregations are quite used to worshipping in a number of churches within their benefice, whereas others are more reluctant to join in worship with another church and in a building other than their own.



OUR BENEFICES / CLUSTERS

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

WEST WIVELSHIRE

THE AREA

West Wivelshire is the western neighbour of East Wivelshire, between us we cover South East Cornwall. The Deanery has a population of around 35,000.

The largest town of Liskeard lies inland on the main A38, about 20 miles west of Plymouth and almost 40 miles east of Truro. The only other town of Looe is a popular seaside resort, along with other parishes lying along the south coast, including Talland (village of Polperro) and Lanteglos-by-Fowey (village of Polruan). The South West coast path runs through the southern part of the deanery. The deanery therefore ranges from coastal in the south, through agricultural, up to Bodmin Moor and the mining area including the parishes of St Cleer, St Neot and Warleggan in the north.

Deprivation

Although not recognised as one of the most deprived areas of Cornwall, nevertheless this deanery has its pockets of significant deprivation. In terms of the Lower Layer Super Output Areas (LSOAs - smaller areas within our parishes), areas of Liskeard and Looe have the most deprived (Liskeard's lowest area ranked 3,275 out of 32,844, Looe's lowest ranking being 5,474). Perhaps not surprisingly being towns, these 2 parishes also have the least deprived LSOAs with rankings of 23,215 (Looe) and 22,783 (Liskeard), so there is a large range. Within the village parishes, Lansallos and Pelynt rank the worst in the deanery. See Appendix 3 for further details.



The deanery is now divided into 5 benefice/ clusters:

- Tribute
- Trelawny
- Liskeard and St Keyne
- St Neot and Warleggan
- The Looe Valley Benefice

THE DEANERY

With 4 stipendiary priests and 1 House for Duty priest, who are supported by a wonderful and talented team of lay leaders and PtOs. We have 17 parishes and 22 churches. In common with the rest of Cornwall, some of the churches are located in the centre of their villages (e.g. Menheniot, Pelynt and Duloe). Others are more distant from the main population centres (e.g. Morval and Talland). Many of our churches are medieval, which of course brings its own problems in terms of maintenance and especially heating.

Churchmanship across the deanery

Across the deanery our parishes worship our Lord in many different ways. We have evangelical churches, Anglo Catholic churches and many who sit somewhere in between. Some parishes have a variety of worship styles within the same building. Despite these differences in style, we are remarkably united in our desire to reach out spiritually to our communities. Transforming Mission.

As the largest church in the largest town of the deanery with a long history of teaching discipleship, Liskeard leads the way in terms of fruitfulness and sustainability, and this has been accelerated by being selected as a Transforming Mission (TM) church. The aim of TM is not only to grow numerically and increase its own fruitfulness and sustainability, but it also has a brief to resource other parishes within our deanery and in other parts of South East Cornwall, once sufficient growth has taken place to allow this. Amenities across deanery

- 22 churches, 13 of which are Grade 1 listed
- 17 parishes grouped into 5 Benefices / Clusters
- 17 primary schools, 5 of which are C of E schools
- 2 secondary colleges



Our Deanery Plan

The West Wivelshire Deanery Plan was approved in March 2022. The three areas that we have focussed on are:

- Discipleship
- Children, families, and young people
- Social action.

In the past three and a half years, the Deanery is working much more collaboratively, for example by sharing safeguarding training and hosting pastoral team training.

THE PARSONAGE

Landrake Vicarage
School Road
Landrake, Saltash
PL12 5EA

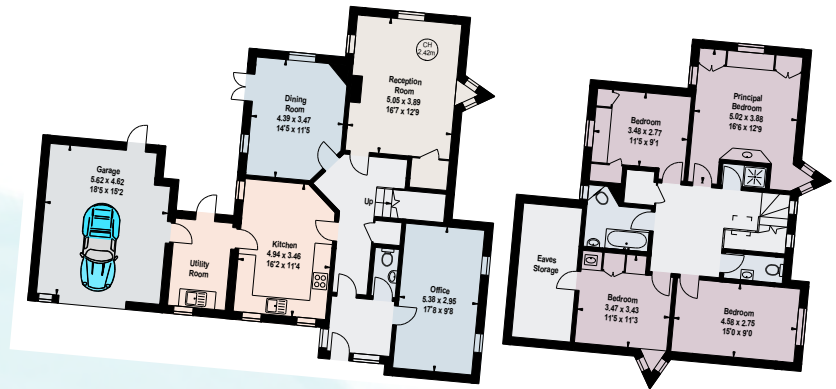
Landrake Vicarage is a detached four-bedroom property, with three reception rooms, kitchen, and utility room, and a downstairs W/C. There is a family bathroom and a separate W/C and shower room.

On the ground floor: An entrance hall, fitted kitchen and a utility room, three reception rooms, an open fire place and a WC.

On the first floor: Four double bedrooms, a family bathroom, a separate W/C and a separate shower room. The attic eaves provide storage space.

The property is set in mature, enclosed gardens, mainly laid to lawn, and with a raised patio area. There is an integral double garage with up and over door, which can also be accessed via the utility room. There is also ample off street parking.

The heating is mains gas. Options for solar panels for the vicarage are being explored, which would be a benefit in terms of the running costs. There is an open fire place in the living room. The property is rated EPC D/68.



IMPORTANT INFORMATION

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.



ACCOMPANIED MINISTRY DEVELOPMENT (AMD) FOR MINISTERS WITH OVERSIGHT RESPONSIBILITY

The Programme is a series of six two-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.



CLERGY WELLBEING

This diocese recognises that most clergy roles are demanding. Providing support and caring for your wellbeing is important to us.

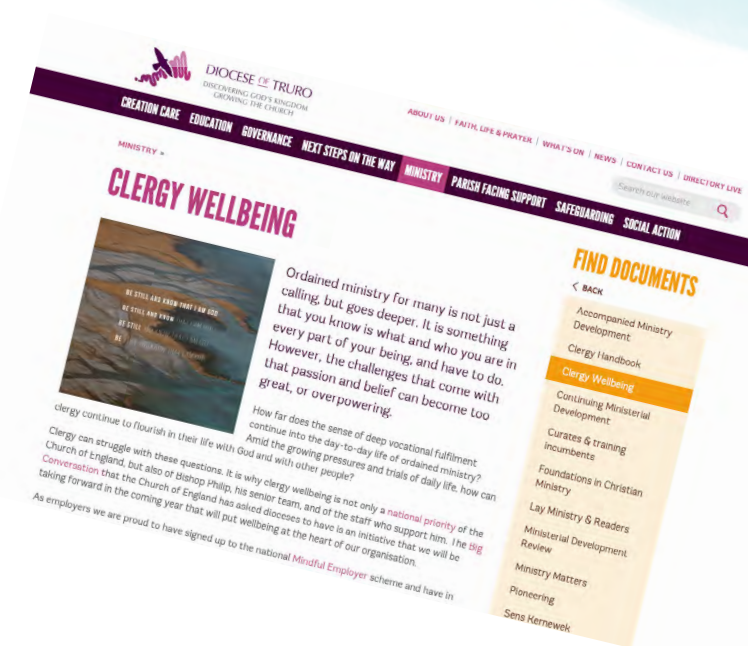
There is a commitment at senior level and the organisation generally to:

- 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.



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!